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*****DISCLAIMER*****

>>PRESIDENT SCAMAN: WELCOME.
WELCOME, ALL.
THANK YOU SO MUCH FOR JOINING US THIS EVENING.
WE ARE NOT IN A RUSH.
IT IS 7:10 PM, I WOULD LIKE TO COLLEGE THIS MEETING OF THE VILLAGE BOARD TO ORDER, DECLARE, EVA AND WATERS, WOULD YOU PLEASE TAKE OF THE ROLE?
>>SPEAKER: TRUSTEE ENYIA?
TRUSTEE LEVING-JOHNSON?
TRUSTEE STRAW?
TRUSTEE TAGLIA?
TRUSTEE WESLEY?
AND PRESIDENT SCAMAN?
>>PRESIDENT SCAMAN: HERE.
THANK YOU, SO MUCH.
AND I WOULD ENTERTAIN A MOTION - DO WE HAVE ANY - LET ME MOVE THIS OVER HERE FOR A SECOND.
ENTERTAIN A MOTION TO APPROVE THE AGENDA.
AS IT HAS BEEN PRESENTED TO MOVE THE PROCLAMATION AFTER THE AWARD THEIR MONEY THIS EVENING.
MOTION, PLEASE?
>>SPEAKER: MOVED.
>>SPEAKER: SECOND.
>>PRESIDENT SCAMAN: MOTION BY TRUSTEE STRAW AND SECOND BY TRUSTEE WESLEY.
DEPUTY CLERK, OBADIAH, WE TAKE THE ROLE?
>>SPEAKER: TRUSTEE E?

TRUSTEE ENYIA, TRUSTEE LEVING-JOHNSON, TRUSTEE STRAW?
TRUSTEE TAGLIA?
TRUSTEE WESLEY?
PRESIDENT SCAMAN?

>>PRESIDENT SCAMAN: YES.

THANK YOU, SO MUCH.

I WOULD LIKE TO SHOW SOME APPRECIATION TO OUR DEPUTY VILLAGE CLERKS THIS EVENING, EVA WATERS AND OBADIAH COOPER WHO IS A RISING EIGHTH GRADER AT JULIAN MIDDLE SCHOOL AND THIS IS EVA 'S SECOND TIME BEING OUR DEPUTY VILLAGE CLERK AND SHE IS NOW IN A STAGE II OR GRADUATION - NEXT TIME YOU WILL BE RUNNING FOR THE ROLE!

OF COURSE YOU MAY WANT TO TALK TO YOUR AUNT FIRST!

(CHUCKLE) BUT, WE ARE INCREDIBLY PROUD OF CLERK WATERS WHO COULD NOT JOIN US THIS EVENING FOR THE PROGRAM THAT SHE HAS INITIATED WHICH WILL RUN THROUGH AUGUST 8.

SO, EVERY BOARD MEETING WE WILL HAVE A NEW SERIES OF DEPUTY CLERK, JUNIOR CLERKS AND THEY DON'T JUST COME IN AND READ THE ROLE FOR US. THEY SPEND A DAY HERE AT VILLAGE HALL WITH OUR VILLAGE CLERK, CHRISTINA WATERS.

THEY HAVE LUNCH WITH A MEMBER OF THE BOARD.

THIS LAST FRIDAY THEY MET WITH LIBRARY BOARD TRUSTEE, MICAH YAMAMOTO AND THEY ALSO THEN HAVE THE OPPORTUNITY TO LEARN FROM STAFF ABOUT HOW MUNICIPAL GOVERNMENT WORKS AND REALLY GET TO HAVE SOME DEEPER CONVERSATIONS ON ITEMS THAT ARE VERY IMPORTANT TO THEM AND SIT WITH OUR VILLAGE MANAGER.

AND SO THANK YOU VERY MUCH FOR PARTICIPATING AND WE ARE VERY PROUD THAT YOU ARE CONTINUING TO HELP US REPRESENT THAT MUCH BETTER.

I KNOW THAT CLERK WATERS, DUE TO YOUR SUGGESTIONS HAS CALLED THE CLERK'S OFFICE FOR ADDITIONAL POLLING LOCATIONS TO CONTINUE TO PROMOTE ACCESS TO VOTING AND GOVERNMENT THAT MUCH MORE ACCESSIBLE.

AND THERE WAS A GOOD AMOUNT OF DISCUSSION JUST ABOUT HOW IT STILL IS NOT AT THE LEVEL THAT WE WOULD LIKE TO SEE BLACK REPRESENTATION IN MUNICIPAL GOVERNMENT AND ELECTED OFFICE.

AND SO THANK YOU FOR EVERYONE WHO WAS ABLE TO PARTICIPATE AND FOR CLERK WATERS FOR HER LEADERSHIP.

YOU LEARNED ABOUT HOUSING PROGRAMS, YOU SPOKE TO THE PUBLIC HEALTH DEPARTMENT AND IS THERE - WOULD YOU LIKE TO SHARE A FEW WORDS WITH OUR RESIDENTS, ANYTHING ABOUT YOUR EXPERIENCE OR WHAT YOU WOULD LIKE TO DO NEXT?

AND YOU DON'T HAVE TO, EITHER.

WELL, YOU KNOW WHAT?

FROM WHAT I UNDERSTAND, YOU ALL WERE SUPERSTARS ON FRIDAY AND YOU HAD SOME REALLY GREAT QUESTIONS FOR STAFF.

SO, AGAIN, THANK YOU.

AND WE DO HAVE A CERTIFICATE FOR BOTH OF YOU.
AND WE HAVE JOE COMING TO TAKE FANTASTIC PICTURES AND SO I DON'T COME
AROUND FRONT AND EVA?

THANK YOU.

THANK YOU VERY MUCH, EVA.

HERE, I WILL SHAKE YOUR HAND.

AND OBADIAH, COME ON OVER.

THANK YOU.

ALL RIGHT, GREAT, WE LOOK FORWARD TO HEARING FROM OUR FUTURE CLERKS
AND ELECTED OFFICIALS.

EXCELLENT.

AND I ENTERTAIN A MOTION TO APPROVE MINUTES FROM JUNE 10, JUNE 17 OF THE
VILLAGE BOARD, MOTION, PLEASE?

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: ALL IN FAVOR?

(MULTIPLE SPEAKERS)

AYE.

>>PRESIDENT SCAMAN: THANK YOU.

AND SO WE HAVE A VERY SPECIAL EVENING AND I WILL TURN IT OVER TO VILLAGE
MANAGER JACKSON VERY QUICKLY ON AN AWARDS CEREMONY FOR AN
EXCEPTIONAL EMPLOYEE AT THE VILLAGE OF OAK PARK.

>>MANAGER JACKSON: YES, THANK YOU PRESIDENT SCAMAN.

MEMBERS - THIS IS A SPECIAL NIGHT OF RECOGNITION TO HONOR SERGEANT
DERRICK VERGE WITH A POLICE MEDAL OF VALOR FROM THE CHIEF OF POLICE.
I WILL ASK CHIEF JOHNSON TO KICK OFF THE PRESENTATION AND I KNOW THAT WE
HAVE SOME OTHER PRESENTERS REPRESENTING THE ILLINOIS CHIEF ASSOCIATION
HERE TONIGHT, AS WELL.

CHIEF JOHNSON?

>>CHIEF JOHNSON: THANK YOU VILLAGE MANAGER JACKSON.

GOOD EVENING PRESIDENT SCAMAN, BOARD OF TRUSTEES, OUR COMMUNITY, OUR
POLICE, OUR FIRE DEPARTMENT AS WELL AS MANY RETIRED POLICE OFFICERS AND
COMMAND RING.

TONIGHT WE GATHER TO JOIN THE ILLINOIS ASSOCIATION OF CHIEFS OF POLICE IN
RECOGNIZING THE EXTRAORDINARY COURAGE AND SELFLESS ACTS OF SERGEANT
VERGE.

HIS COURAGEOUS ACTS BROUGHT AN END TO A DEADLY ASSAULT AGAINST
MEMBERS OF THE OAK PARK POLICE DEPARTMENT.

BUT, BEFORE WE BEGIN I ASK THAT YOU ALL TAKE A BRIEF MOMENT OF SILENCE IN
HONORING THE ULTIMATE SACRIFICE MADE BY DETECTIVE ALAN R. THANK YOU.

ALAN IS GONE, BUT WILL NEVER BE FORGOTTEN.

I AM SORRY.

THIS IS A MOMENT TO RECOGNIZE SERGEANT VERGE.

SO, LET ME GATHER MYSELF.

SERGEANT VERGE IS A NATIVE OF OAK PARK WHO FIRST SERVED OUR COUNTRY IN THE MILITARY BEFORE JOINING THE OAK PARK POLICE DEPARTMENT ON JULY 9, 2004.

OVER THE PAST 21 YEARS, HE HAS DEDICATED HIMSELF TO A LIFE OF SERVICE. AS A SCHOOL RESOURCE OFFICER, TO BOTH OUR MIDDLE SCHOOL AND HIGH SCHOOL.

AS A COMMUNITY POLICE OFFICER, A DEPARTMENTAL INSTRUCTOR AND AS OF AUGUST 18, 2023, HE JOINED THE RANKS OF SUPERVISOR AS A SERGEANT.

HE IS NOT ONLY A DISTINGUISHED OFFICER, BUT A DEVOTED HUSBAND AND A PROUD FATHER.

THOSE WORDS SPEAK ABOUT THE STRENGTH AND THE LEADERSHIP, BOTH ON-DUTY AND OFF-DUTY.

THIS EVENING, WE ARE HONORED TO WELCOME THE VICE PRESIDENT OF THE ILLINOIS ASSOCIATION OF CHIEFS OF POLICE, CHIEF PAT KREIS OF THE VERNON HILL POLICE DEPARTMENT WHO WILL NOW PRESENT SERGEANT VERGE WITH THE HIGHEST HONORS IN LAW ENFORCEMENT.

SERGEANT VERGE, WE THANK YOU FOR YOUR COURAGE, FOR YOUR LEADERSHIP AND FOR YOUR SERVICE.

THANK YOU.

CHIEF KREIS, TAKING THE FLOOR.

>>CHIEF KREIS: THANK YOU, CHIEF.

PRESIDENT SCAMAN, VILLAGE BOARD, FELLOW MEN AND WOMEN OF PUBLIC SAFETY POLICE AND FIRE AND REALLY THE ENTIRE COMMUNITY OF OAK PARK, IT IS MY HONOR TO BE HERE TONIGHT ON BEHALF OF THE ILLINOIS ASSOCIATION OF CHIEFS OF POLICE PRESIDENT, JOE LEONAS AND MEMBER STATES ACROSS THE STATE OF ILLINOIS APPEARED ON NOVEMBER 29, 2024, OAK PARK THESE OFFICERS WERE DISPATCHED TO A BLINK IN THE 1000 BLOCK OF LAKE STREET FOR A REPORT OF A MAN WITH A GUN.

THE FIRST OFFICERS ON SCENE LOCATED THE SUSPECT AND GAVE HIM COMMANDS TO SHOW HIS HANDS.

RATHER THAN SUBMIT TO THIS LAWFUL ORDER, THE SUSPECT DREW A HANDGUN AND IMMEDIATELY FIRED AT OFFICERS STRIKING AND MORTALLY WOUNDING OAK PARK POLICE DETECTIVE ALAN REDDINGS.

UPON HEARING A RADIO BROADCAST OF SHOTS FIRED, SERGEANT DEREK VERGE ON HIS OWN INITIATIVE LEFT THE SCENE OF A DOMESTIC INCIDENT AND RESPONDED TO THE AREA.

UPON ARRIVING, SERGEANT VERGE SPOKE TO A EYEWITNESS WHO WAS ABLE TO DIRECT THEM TO THE LOCATION OF THE SHOOTER.

SERGEANT VERGE RAN THROUGH SCOVILLE PARK TO CLOSE THE DISTANCE WITH THE SHOOTER.

WHEN SERGEANT VERGE LOCATED THE SHOOTER, HE RADIOED TO OTHER OFFICERS OF THE LOCATION AND NOTED THAT THE SHOOTER WAS STILL ARMED AND TAKING COVER BEHIND A CONCRETE PILLAR BY THE LIBRARY.

RECOGNIZING THE IMMEDIATELY DEADLY THREAT POSED TO THE PUBLIC AND HIS FELLOW OFFICERS, SERGEANT VERGE FIRED TWO ROUNDS STRIKING AND DOWNING THE SHOOTER FROM A DISTANCE OF 40 YARDS.

SERGEANT VERGE AND OTHER OFFICERS APPROACHED THE DOWN SUSPECT, SECURED THE 9 MM PISTOL HE HAD USED, PLACED HIM UNDER ARREST AND ADMINISTERED FIRST AID TO TREAT HIS WOUNDS.

THE SUSPECT WAS SUBSEQUENTLY CHARGED WITH MURDER AND ATTEMPTED MURDER.

SERGEANT VERGE, WOULD YOU JOIN ME UP HERE, PLEASE?

IT IS THE HONOR OF THE ILLINOIS ASSOCIATION CHIEF OF POLICE TO RECOGNIZE THE EXTRAORDINARY HEROISM AND BRAVERY OF YOUR ACTIONS BY AWARDING SERGEANT DERRICK VERGE THE POLICE MEDAL OF VALOR.

>>CHIEF JOHNSON: THANK YOU ALL FOR JOINING US THIS EVENING, WE DO HAVE LIGHT REFRESHMENTS AND YOU ARE WELCOME TO TAKE PICTURES OUT IN THE LOBBY.

THANK YOU.

>>PRESIDENT SCAMAN: THANK YOU FOR BRINGING THIS AWARD TO US THIS EVENING AND FOR THE HONOR THAT I KNOW WE ALL WISH NEVER HAD TO HAPPEN. BUT, WE ARE TO PROTECT AND SERVE THE VILLAGE OF OAK PARK ON A DAILY BASIS AND WE ARE INCREDIBLY PROUD OF YOU AND OUR ENTIRE POLICE FORCE, THANK YOU, CHIEF.

WE HAVE SOME ADDITIONAL SPECIAL GUESTS THIS EVENING TO REMEMBER A FAMOUS OAK PARKER AND I ENTERTAIN A MOTION FOR A DAY OF REMEMBRANCE FOR TYMOTEUSZ KARPOWICZ, MOTION, PLEASE?

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: THANK YOU.

WHEREAS TYMOTEUSZ KARPOWICZ WAS A CELEBRATED POLISH POET, PLAYWRIGHT, TRANSLATOR, LITERARY THEORIST AND EDUCATOR WHOSE PIONEERING WORK HELPED SHAPE THE MODERNIST MOVEMENT IN 20TH CENTURY POLISH LITERATURE AND WHEREAS BORN IN 1921 NEAR VILNIUS AND LATER ACTIVE IN POST-WAR POLAND, KARPOWICZ'S REFUSAL TO CONFORM TO THE RESTRICTIVE MANDATES OF SOCIALIST REALISM AND HIS PROFOUND ENGAGEMENT WITH LANGUAGE, IDENTITY, AND HUMAN THOUGHT ESTABLISHED HIM AS A POWERFUL LITERARY VOICE OF MORAL COURAGE AND INTELLECTUAL DEPTH; AND WHEREAS, KARPOWICZ EMIGRATED FROM POLAND IN 1973 AND CONTINUED HIS LITERARY AND ACADEMIC WORK IN THE UNITED STATES, SERVING AS A PROFESSOR OF SLAVIC AND BALTIC LITERATURES AT THE UNIVERSITY OF ILLINOIS AT CHICAGO AND ENRICHING THE CULTURAL LANDSCAPE OF THE POLISH-AMERICAN COMMUNITY; AND WHEREAS, AFTER A DISTINGUISHED CAREER IN BOTH POLAND AND THE UNITED STATES, TYMOTEUSZ KARPOWICZ SPENT HIS FINAL YEARS IN OAK PARK, ILLINOIS,

WHERE HE PASSED AWAY IN 2005, LEAVING BEHIND A LEGACY OF POETIC INNOVATION AND RESISTANCE TO POLITICAL OPPRESSION; AND WHEREAS, THE VILLAGE OF OAK PARK VALUES THE DIVERSE LIVES, VOICES, AND HISTORIES THAT SHAPE OUR COMMUNITY, AND TAKES PRIDE IN HONORING THE LIFE AND CONTRIBUTIONS OF TYMOTEUSZ KARPOWICZ AS A RESIDENT WHOSE INTELLECTUAL AND ARTISTIC LEGACY CONTINUES TO INSPIRE ACROSS GENERATIONS AND BORDERS.

NOW, THEREFORE, I, VICKI SCAMAN, PRESIDENT OF THE VILLAGE OF OAK PARK AND THE BOARD OF TRUSTEES, DO HEREBY PROCLAIM JULY 1, 2025 AS THE DAY OF REMEMBRANCE: TYMOTEUSZ KARPOWICZ IN THE VILLAGE OF OAK PARK, AND ENCOURAGE ALL RESIDENTS TO REFLECT ON THE ENDURING POWER OF LITERATURE, THE IMPORTANCE OF CULTURAL FREEDOM, AND THE LASTING CONTRIBUTIONS OF THOSE WHO ENRICH OUR COMMUNITY THROUGH ART AND THOUGHT.

ON THIS DAY OF JULY 1, 2025.

ALL IN FAVOR?

(MULTIPLE SPEAKERS)

AYE.

I WOULD LIKE TO INVITE UP OUR ELECTED FROM THE MWRD METROPOLITAN WATER RECOMMENDATION DISTRICT, WOULD YOU PLEASE?

AND MAYBE YOU CAN SHARE WITH THE GUESTS THAT WE HAVE WITH US THIS EVENING AND THANK YOU FOR BRINGING THIS EXCEPTIONAL HONOR TO OUR COMMUNITY.

>>SPEAKER: THANK YOU VERY MUCH.

IT IS AN HONOR TO BE HERE AND THE FACT THAT YOU WERE KIND ENOUGH TO ACKNOWLEDGE SOMEONE WHO IS REVOLUTIONIZING POETRY AND THE POEM AND WHO WAS SO IMPORTANT THAT AFTER HIS PASSING THE MAYOR OF HIS HOME BEFORE HE CAME HERE ACTUALLY BROUGHT HIM AND HIS WIFE'S REMAINS BACK TO POLAND AND THERE WAS A BEAUTIFUL RELATIONSHIP BETWEEN THAT CITY AND OAK PARK WHICH IS THAT HERE IN OAK PARK FOR 1/4 OF A CENTURY, TYMOTEUSZ TYMOTEUSZ ONE MADE HIS HOME AND HIS HOUSE THAT HE LEFT BEHIND IS ACTUALLY THE SEAT FOR THE LAST POLISH NOBEL PRIZE LAUREATE (NAME), YOU MAY HAVE SEEN HER MOVIE "LIGHTS OF JACOB" THAT APPEARED NOT THAT LONG AGO, SHE IS A NOBEL LAUREATE WHEN IT COMES TO LITERARY WORKS AND THAT HOUSE IS ACTUALLY THE SEAT OF THAT FOUNDATION AND SO WE HAVE THIS BEAUTIFUL BRIDGE THAT CONNECTS POLAND AND NOT JUST CHICAGO, BUT OAK PARK, AS WELL.

AND WE HAVE A CONTINGENT HEAR FROM THE POLISH MUSEUM OF AMERICA WHERE ACTUALLY MRS. KARPOWICZ WORKED FOR MANY YEARS AND SO (NAME), SHE IS RIGHT HERE AND IS ACTUALLY FILMING RIGHT HERE AND ACTUALLY WORKED WITH MRS. TYMOTEUSZ ONE AND AFTER HIS PASSING, HELPED TO SAVE MANY OF THE LITERARY WORK THAT WERE STILL IN THE HOME TO MAKE SURE THAT THEY WERE SAFE FOR POSTERITY.

YOU HAVE ALSO THE PRESIDENT OF THE POLISH MUSEUM, MR. RICHARD O AND HE HAS A LONG DISTINGUISHED CAREER AND OF COURSE HE LATER BECOMES THE CHIEF OF STAFF TO CHICAGO AND WORKING WITH SEI YOU LOCAL ONE AND BEFORE THAT HE WAS A STUDENT WHERE HE ACTUALLY WORKED WITH HIM AT THE POLISH ASSOCIATION AND YOU HAVE ALSO KRISTIN A, SHE ALSO WORKS IN THE LIBRARY IN THE POLISH MUSEUM OF AMERICA AND YOU HAVE RIGHT HERE HARRY K AND HER SISTER WHO WERE ALSO STUDENTS OF THE PROFESSOR AND MARK WHO WAS ALSO WITH THE POLISH INITIATIVE AND FROM POLAND, WE HAVE MISS MIRA WHO FOR MANY YEARS HAD A POLISH BOOKSTORE AND IS AN ESTEEMED AUTHOR AND HAD MANY LITERARY EVENTS WITH THEM AND SO SERENDIPITOUS THAT SHE IS VISITING CHICAGO AT THIS EVENT.

AND SO WE WANT TO EXTEND OUR GRATITUDE, IT IS OUR HOPE THAT OF COURSE IT IS GREAT THAT WE HAVE LITERARY HEAVYWEIGHTS THAT ARE ASSOCIATED WITH OAK PARK AND THE ENGLISH LANGUAGE LIKE ERNEST HEMINGWAY, BUT EVEN IF THE NAME IS NOT PRONOUNCEABLE, THE FACT THAT HE IS A OAK PARKER IS BEYOND ANY DOUBT.

SO, THANK YOU VERY MUCH.

>>PRESIDENT SCAMAN: DANIEL, I'M GRATEFUL THAT YOU ALLOWED ME TO CALL YOU POGO!

>>SPEAKER: AT LEAST I WAS IN GOOD COMPANY, RIGHT?

>>PRESIDENT SCAMAN: IT IS BEAUTIFUL WHEN YOU SAY THESE NAMES CORRECTLY AND THANK YOU SO MUCH.

>>SPEAKER: THANK YOU SO MUCH CITY COUNCIL, THANK YOU.

I WOULD INVITE ANYONE WHO WOULD LIKE TO COME UP AND SAY A FEW WORDS OR WE WILL ALSO TAKE A PICTURE.

WE MADE THE TRIP - YOU KNOW OUR TRUSTEES ALSO WORK AT THE LIBRARY AND SO MAYBE THERE IS AN INTRODUCTION THAT CAN BE MADE!

>>SPEAKER: ABSOLUTELY!

>>SPEAKER: THANK YOU VERY MUCH FOR DOING THIS FOR THE POLISH COMMUNITY AND YOU KNOW THE POLISH COMMUNITY IS WIDE IN THE STATE OF ILLINOIS, ESPECIALLY THIS PART OF THE STATE.

I HAVE THE PLEASURE OF KNOWING PROFESSOR KARPOWICZ WHEN I WAS A STUDENT AT THE PAUL AND THAT WAS THE TIME WHEN MARTIAL LAW WAS IN POLAND AND WE AS STUDENTS WERE RISING UP AND DOING EVERYTHING WE CAN TO BRING TO THE CONSCIOUSNESS OF AMERICANS WHAT IS GOING ON IN POLAND AND THE HORRIBLNESS OF COMMUNISM AND THE HAMMER THAT CAME DOWN ON THE POLISH STATE AND PROFESSOR KARPOWICZ WAS VERY INSTRUMENTAL IN GUIDING US, GIVING US GUIDANCE AND GIVING US WORDS OF WISDOM OF HOW TO FIGHT THE BATTLE HERE, ALL OF US, MOST OF US WERE BORN HERE, BUT WE STILL HAVE THAT AFFINITY TOWARDS POLAND AND PROFESSOR KARPOWICZ REALLY BUILD THAT INTO US AND I PERSONALLY AM GRATEFUL TO HAVE KNOWN HIM FOR WHAT HE HAS DONE FOR ME.

AGAIN, THANK YOU VERY MUCH FOR THIS HONOR.

MAYOR, THANK YOU SO MUCH.

AND ON THE HALF OF THE POLISH MUSEUM OF AMERICA WE WOULD LIKE TO PRESENT THIS TOKEN OF MOMENTO.

>>PRESIDENT SCAMAN: WHY DON'T WE TAKE SOME PHOTOS?
THE.

>>SPEAKER: WOULD YOU COME FORWARD?

(INDISTINCT CHATTER)

>>PRESIDENT SCAMAN: WHAT ANYBODY ELSE LIKE TO COME IN?

>>SPEAKER: THANK YOU.

>>SPEAKER: THIS LOCATION WAS ON SCOVILLE -

>>PRESIDENT SCAMAN: THANK YOU.

YOU CAN STEP UP AND TRUSTEE STRAW -

(INDISTINCT CHATTER)

>>PRESIDENT SCAMAN: HOW ARE WE DOING?
GOOD, GOOD?

(INDISTINCT CHATTER)

>>PRESIDENT SCAMAN: THANK YOU, POGO.

AND NO NON-AGENDA PUBLIC COMMENT?

OKAY, THANK YOU.

SO, WE ARE MOVING FORWARD TO THE VILLAGE MANAGERS REPORT, THANK YOU SO MUCH FOR MAKING THE TRIP AND SHARING A SPECIAL PERSON'S LIFE WITH US.

>>SPEAKER: THANK YOU PRESIDENT SCAMAN AND TRUSTEE MEMBERS, WE HAVE UPCOMING CALENDARS FOR JULY, AUGUST AND SEPTEMBER AND I WOULD SAY SUBSTANTIALLY COMPLETE, THE ONE THING THAT I WOULD NOTE IS THAT WE ARE ATTEMPTING TO SCHEDULE THE FINANCE COMMITTEE MEETING IN JULY PROCEEDING TO THE BUDGET KICKOFF AND AT THIS POINT IN TIME I THINK WE ARE LOOKING AT THE WEEK OF THE 28TH AND SO AS YOU WILL SEE REFLECTED ON THE JULY CALENDAR WE HAVE TENTATIVE DATES FOR THE 28TH, 30TH AND 31ST. AND IF YOU LOOK AUGUST WE DO HAVE A PLANNED FINANCE COMMITTEE MEETING FOR AUGUST WHO DISCUSSED THE AUDIT AS WELL AS THE ACTUARY REPORT AND AS PART OF THE REGULAR MEETING WE WILL BE KICKING OFF THE BUDGET PROCESS FOR FY 26.

AND ONE OTHER ITEM I WOULD POINT OUT IS IN SEPTEMBER, WE ARE TENTATIVELY SCHEDULED TO HOLD OUR SECOND AND HOPEFULLY OUR ONLY MEETING FOR GOAL SETTING AND THIS WILL BE TO REVIEW PROTOCOLS AND DO SOME TRAINING AND FACILITATION AROUND GOVERNANCE FOR THE VILLAGE BOARD.

SO, WEDNESDAY, SEPTEMBER 3 IS WHAT WE TENTATIVELY HAVE PLACED ON THE CALENDAR AND I THINK WE HAVE EVERYONE CONFIRMED FOR THAT DAY EXCEPT FOR ONE PERSON.

WE ARE STILL WAITING FOR ONE OTHER TRUSTEE AND I THINK IT WOULD BE TRUSTEE E AND ONCE WE ARE SET THAT WOULD BE ALL GOOD FOR GOAL SETTING STARTING ON THE 29TH OF THIS MONTH AND WE WILL DO THE GOAL SETTING AND

THEN SEPTEMBER 3 COME BACK AFTER THE BREAK AND REVIEW OUR PROTOCOLS AND ENGAGE IN SOME TRAINING RELATED TO GOVERNANCE.

AND I THINK THAT IS ALL I HAVE TO REPORT AS FAR AS THE CALENDAR IS CONCERNED, IF THERE ARE ANY QUESTIONS OR CONCERNS OR THINGS THAT YOU DO NOT SEE HERE THAT YOU HAVE QUESTIONS ABOUT, LET ME KNOW.

>>PRESIDENT SCAMAN: OKAY, SO JIM AND DEREK AND BRIAN WILL BE THE FINANCE COMMITTEE.

SO, YOU GENTLEMEN IF YOU COULD PLEASE RESPOND AT YOUR EARLIEST CONVENIENCE FOR THE MEETING AND VILLAGE MANAGER JACKSON, THE 20TH, 29TH, 30TH AND 31ST, THE 24TH IS THE ONLY ONE I PREFER NOT.

>>MANAGER JACKSON: THE 23RD WORK FOR YOU, AS WELL?

>>PRESIDENT SCAMAN: YES.

>>MANAGER JACKSON: THE 23RD IS A WEDNESDAY.

FINANCE COMMITTEE MEETING?

IT IS NOT LISTED ON THE CALENDAR.

>>PRESIDENT SCAMAN: IF YOU NEED TO RESPOND ANOTHER TIME -

>>MANAGER JACKSON: IF WE NEED ANOTHER TIME OUTSIDE OF THE THREE DATES LISTED THERE ON THE WEEK OF THE 28TH I THINK PRESIDENT SCAMAN IS SUGGESTING THAT THAT WORKS.

>>PRESIDENT SCAMAN: I HAD NOT REFRESH MY COMPUTER AND IT WAS SO SHOWING ME THE CALENDAR, MY APOLOGIES PARENTS.

>>MANAGER JACKSON: NO WORRIES!

>>PRESIDENT SCAMAN: I'M DOING IT RIGHT NOW AND NOW I SEE.

THE WEEK OF THE 28TH WORKS FOR ME.

OKAY, THANK YOU ALL.

SO, WE HAVE SOME FULL MEETINGS.

>>MANAGER JACKSON: YES.

>>PRESIDENT SCAMAN: COMING UP.

INCLUDING TO BE NOTED FOR THE PUBLIC, A PUBLIC BIKE PLAN MEETING ON THE 14TH AT CAROL CENTER AND THE 16TH AT THE CRC FROM SIX UNTIL 8 PM.

OKAY.

IS THAT ALL FOR THE VILLAGE MANAGER REPORT?

>>MANAGER JACKSON: THAT IS ALL FOR THE VILLAGE MANAGERS REPORT PAIRED.

>>PRESIDENT SCAMAN: OKAY, THANK YOU.

VILLAGE BOARD COMMITTEES WELL, SINCE WE ARE GETTING CLOSER TO EVERYBODY HAVING THEIR NEW ASSIGNMENTS, BEFORE WE MEET NEXT YOU WILL HAVE THEM ALL.

WE WILL GO ON TO CITIZEN COMMISSION VACANCY REPORTS.

THIS IS A NOTE FOR THE PUBLIC ANYBODY INTERESTED IN SERVING ON ONE OF OUR COMMISSIONS AND EMAIL CLERK WATERS AT CLERK@OAK-PARK.US TO LEARN MORE.

OUR COMMISSIONS ARE ADVISOR TO THE VILLAGE BOARD ON A VERY WIDE ARRAY OF TOPICS, PROVING TO BE A VERY EXCITING YEAR AS WE LOOK DOWN OUR TIMELINE.

CITIZEN COMMISSION APPOINTMENT, REAPPOINTMENTS AND CHAIR APPOINTMENTS. I AM GOING TO BE TABLING THE APPOINTMENT OF RICHARD KATZ TO THE ENVIRONMENT AND ENERGY COMMISSION AND SO I ASKED FOR A MOTION TO APPROVE MY APPOINTMENT OF MARCO A DUNHAM JUNIOR TO THE CITIZEN INVOLVEMENT.

MOTION, PLEASE?

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: AND ALL IN FAVOR?

(MULTIPLE SPEAKERS)

AYE.

>>PRESIDENT SCAMAN: THANK YOU, SO MUCH.

AND WE HAVE A FIRST READING AND SO THANK YOU TO MARK FOR HIS WILLINGNESS TO SERVE ON A COMMISSION.

OUR FIRST READING OF AN ORDINANCE AMENDING CHAPTER 13 OF THE OAK PARK VILLAGE COAT ADDING A NEW ARTICLE - THIS IS OUR HUMAN RIGHTS CHAPTER OF "GENDER AFFIRMING CARE".

AND THIS IS A FIRST READING SO I DON'T NEED A MOTION.

AND WE DO HAVE A PUBLIC COMMENTOR.

VERY GOOD.

IF YOU WOULD PLEASE PROCEED?

>>PUBLIC SPEAKER: AARON McMANUS.

>>PRESIDENT SCAMAN: WELCOME.

>>PUBLIC SPEAKER: AND HONOR TO SEE YOU ALL AGAIN, THANK YOU FOR TAKING THE TIME AND THANK YOU FOR STAFF FOR PREPARING THIS AMENDMENT TO THE ORDINANCE, I WANT TO GET THAT CORRECT.

I JUST WHAT TO SAY THANK YOU AGAIN FOR PUSHING THIS FORWARD, GENDER AFFIRMING CARE IS REALLY IMPORTANT AND ALSO WANT TO NOTE THAT CIS-PEOPLE ACCESS GENDER AFFIRMING CARE MORE THAN ANYONE ELSE AND THIS IS A ORDINANCE THAT PROTECTS EVERYONE AND I WANT TO BE CLEAR THIS IS NOT TRANS SANCTUARY ALTHOUGH THIS IS A GOOD STEP IN THAT DIRECTION, THIS IS NOT IT.

THIS ORDINANCE AMENDMENT IS A GREAT STEP AND IT ALSO DOES NOT INCLUDE THINGS LIKE WHISTLEBLOWER PROTECTIONS, PROTECTION FOR PROVIDERS, COMMUNITY RIGHT TO KNOW, A LEGAL DEFENSE FUND, A PUBLIC DECLARATION, CIVIL REMEDIES FOR HARASSMENT, PRIVACY SAFEGUARDS OF RECORDS AND IT SYSTEMS OR OTHER IT OR TECHNOLOGY THAT CAN BE USED LIKE SURVEILLANCE TECHNOLOGY THAT COULD ACTUALLY TRACK PEOPLE.

AND IT'S A GREAT START, EGGS AGAIN, BUT WE STILL HAVE SOME WORK TO DO AND AGAIN I WOULD LIKE TO ADVOCATE FOR A PUBLIC DECLARATION OF THE

SANCTUARY STATUS THAT OAK PARK COULD BE, ESPECIALLY IN THESE TIMES, THERE IS A LOT OF REASONS WE'RE GOING TO NEED IT AND AGAIN, THIS PROTECTS EVERYBODY, EVEN THOUGH WE ARE EXPLICITLY IDENTIFYING THE NEED TO PROTECT LGBTQ PEOPLE, THIS IS A BENEFIT TO EVERYBODY TO HAVE A SAFER COMMUNITY.

THANK YOU AGAIN, I APPRECIATE YOUR TIME.

>>PRESIDENT SCAMAN: THANK YOU, FOR JOINING US AND FOR CONTINUING TO BRING THESE IMPORTANT TOPICS TO OUR ATTENTION.
ANYONE ELSE?

>>SPEAKER: MIKA YAMAMOTO.

>>PRESIDENT SCAMAN: AND THANK YOU, MIKA FOR SPENDING TIME WITH ONE OF OUR JUNIOR DEPUTY VILLAGE CLERKS.

>>PUBLIC SPEAKER: HELLO.

THANK YOU SO MUCH.

I WOULD ALSO LIKE TO SPEAK ON BEHALF OF OF GENDER AFFIRMING CARE.

IN 2020 I WAS ON GOVERNOR P INCLUSIVE SCHOOLS TASK FORCE IN THIS TASK FORCE RECOMMENDED BEST PRACTICES FOR TRANSGENDER, NON-BINARY AND GENDER CONFORMING STUDENTS AND THERE WERE STUDENTS SHARING WITH US LIVED EXPANSE AND WHILE THIS WAS MEETING TO DISCUSS SCOPE PRACTICES SPECIFICALLY, GENDER AFFIRMING CARE WAS INTEGRAL PART OF THE CONVERSATION.

AND THE MESSAGE WAS VERY CLEAR.

GENDER AFFIRMING CARE SAVES LIVES.

I KNOW MANY CHILDREN AND ADULTS ARE RECEIVING GENDER AFFIRMING CARE, SOME OF THEM ARE CLOSE FRIENDS, SOME OF THEM ARE STUDENTS AND SOME OF THEM ARE FAMILY MEMBERS THAT I LOVE MORE THAN MY OWN LIFE.

I CANNOT IMAGINE ANYONE OF THEM NOT RECEIVING THE CARE THAT THEY NEED IN THIS POSSIBILITY HAS KEPT ME UP AT NIGHT.

RECENTLY I'VE COME TO KNOW FAMILIES WHO HAVE FLED THE STATES WHERE THEY CAN NO LONGER RECEIVE THIS CARE AND THE STORIES THEY SHARE ARE HORRIFIC AND IT BRINGS A TEAR TO MY HEART THINKING ABOUT WHAT THEY WENT THROUGH. IT BRINGS TERROR TO MY HEART THINKING OF ALL THE PEOPLE HAVE NOT YET BEEN ABLE TO HAVE IT.

GENDER AFFIRMING CARE IS VITAL, I'M GRATEFUL TO LIVE IN A COMMUNITY THAT ACKNOWLEDGES THAT, THIS IS WHY I'M HERE.

FIRST, TO THANK YOU.

I AM ALSO HERE TO IMPORE YOU TO SEE THAT ACKNOWLEDGMENT AS ONLY THE BEGINNING OF THE REAL WORK.

WHAT DOES IT MEAN WHEN WE SAY THIS?

WHAT DOES IT LOOK LIKE?

HOW DO WE REALLY HELP PEOPLE BOTH THOSE WHO ALREADY LIVE HERE AND THOSE WHO MAY FLEE HERE.

IT MAY NOT BE EASY WORK, BUT OUR COMMUNITY HAS SHOWN OVER AND OVER AGAIN THAT WE ARE UP TO THE TASK OF PUTTING OUR MONEY WHERE OUR MOUTH IS.

WE FOUND CREATIVE SOLUTIONS TO PROBLEMS OTHER COMMUNITIES DID NOT EVEN TRY TO ANSWER AND WE SHOW UP IN BODY, SPIRIT AND HEART AND I'M SO PROUD TO LIVE IN OAK PARK BECAUSE OF THIS.

I'M HERE TO MAKE A BOLD PROMISE ON BEHALF OF THE COMMUNITY THAT WE WILL SHOW UP.

LEAN ON US AND WE WILL BE THERE.

WORK WITH US, WE WILL WORK AS HARD AND SELFISHLY AS YOU WILL DO.

AND LET'S DO THIS WORK TOGETHER.

LET'S BE SCARED, BUT BRAVE AND LET'S MAKE THE WORLD WE WANT TO LIVE IN.

THANK YOU.

>>PRESIDENT SCAMAN: THANK YOU.

ANY OTHERS?

>>SPEAKER: ANNALISE CATHERINE?

>>PUBLIC SPEAKER: HELLO, EVERYONE, THANK YOU FOR ALLOWING ME TO BE HERE TODAY.

FIRST I WANT TO REITERATE THAT I AM DEEPLY COMMITTED TO AFFIRMING THE TRANS COMMUNITY.

I BELIEVE THAT TRANS PEOPLE DESERVE TO BE IN ALL SPACES AND PLACES, NOT JUST LIVING, BUT THRIVING.

I BELIEVE IT IS ALL OF OUR OBLIGATION TO FACILITATE THE LIBERATION OF TRANS PEOPLE AND ALL MARGINALIZED COMMUNITIES AS A PART OF OUR COLLECTIVE LIBERATION AND COMMUNITY JOY.

IT IS BECAUSE OF THIS COMMITMENT TO OFFER FEEDBACK ON THIS ORDINANCE.

A FRIEND AND ADVOCATE SHARED WITH ME RECENTLY THAT THE BEST GIFT WE CAN GIVE OURSELVES AND THE PEOPLE WE LOVE IS SAFETY.

I WORRY ABOUT AN ORDINANCE DRAWING UNWARRANTED ATTENTION TO THE TRANS COMMUNITY HERE IN OAK PARK AND TARGETING SAFETY AS A RESULT.

MOREOVER MY UNDERSTANDING OF THIS ORDINANCE DOES SIGNAL A COMMITMENT TO TRANS INCLUSIVE CARE, BUT DOES NOT PROVIDE ADDITIONAL PROTECTIONS OR SAFETY THAT SUPERSEDES THE STRONG LAWS THAT WE ALREADY HAVE IN PLACE A STATEWIDE.

I AM NOT AGAINST AN ORDINANCE, I AM CAUTIOUS IN CREATING UNINTENDED CONSEQUENCES THAT POTENTIALLY RESULT IN HARM TO THE TRANS COMMUNITY.

WE ALREADY HAVE EXTREMIST GROUPS HOPPING UP IN SURROUNDING SUBURBS SUBMITTING REQUESTS FOR INVESTIGATION TO THE DOJ AND THE DOE.

THESE GROUPS HAVE LOOKED AT QUEER STUDENTS, TEACHERS AND COMMUNITY LEADERS AND I AM WORRIED ABOUT UNWANTED ATTENTION WHERE TRANS PEOPLE ARE NOT WANTING TO BE POLITICIZED.

I BELIEVE IN ADVANCING SOLUTIONS THAT SUPPORT THE HEALTHCARE NEEDS OF MARGINALIZED AND UNDERSERVED PEOPLE HERE IN OAK PARK.

THE BOARD CAN CERTAINLY CREATE A COMMISSION OR TASK FORCE TO INVESTIGATE THIS ISSUE FULLY AND CREATE MEANINGFUL SOLUTIONS THAT OFFER SUPPORT WHILE PROTECTING COMMUNITY SAFETY.

I APPRECIATE THIS CONVERSATION AND THE WORK OF THIS BOARD HAS ALREADY UNDERTAKEN TO SUPPORT TRANS PEOPLE WHO I LOVE.

I LOVE OAK PARK.

I LOVE THIS COMMUNITY AND I REALLY LOVE LIVING HERE.

SO, THANK YOU ALL FOR HAVING THESE IMPORTANT CONVERSATIONS HERE TODAY.

>>PRESIDENT SCAMAN: THANK YOU.

ANY OTHER?

THANK YOU.

VILLAGE MANAGER JACKSON?

>>MANAGER JACKSON: THANK YOU PRESIDENT SCAMAN, I WANT TO INTRODUCE KIRA TCHANG.

THIS IS A OPPORTUNITY FOR NOT JUST THE BOARD TO GIVE INPUT ON THE ISSUE OF PROPOSED ORDINANCE, YOU KNOW WE WANT TO MAKE SURE AND THE REASON WHY WE DESIGNED THIS WAY IS TO MAKE SURE THAT WE CAPTURE ALL OF THE BOARD INTEREST BEFORE SEEKING APPROVAL OF THE ORDINANCE ITSELF AND IF THERE ANY OTHER INTEREST THAT THE BOARD MAY HAVE, WE CERTAINLY WELCOME ANY ADDITIONAL INPUT THAT WOULD SUPPORT OUR APPROACH OR OUR RECOMMENDATION TO MOVE FORWARD WITH VOTING FOR A MORE INCLUSIVE ENVIRONMENT FOR ALL GENDERS.

SO, KIRA?

>>KIRA TCHANG: GOOD EVENING, BOARD.

KIRA TCHANG, ASSISTANT MANAGER, WE ARE HERE AS MANAGER JACKSON STATED TO PRESENT A FIRST READING OF A DRAFT ORDINANCE THAT WAS DEVELOPED REALLY IN RESPONSE TO A LOT OF COMMUNITY ADVOCACY AND OUTREACH AROUND THIS ISSUE.

YOU KNOW THE VILLAGE HAS A LONG HISTORY OF REALLY LOOKING AT HUMAN RIGHTS AND WHILE WE WERE ONE OF THE FIRST COMMUNITIES TO ADOPT A HUMAN RIGHTS ORDINANCE, IT INITIALLY FOCUSED PRIMARILY ON ISSUES RELATED TO HOUSING, BUT OVERTIME HAS EXPANDED TO REALLY REPRESENT THE VARIOUS GROUPS AND COMMUNITY MEMBERS THAT ARE IN NEED OF ADDITIONAL RECOGNITION, AFFIRM THEIR RIGHTS AND REALLY PRESENT THE VILLAGE OF VALUES THROUGH THE HUMAN RIGHT ORDINANCE.

AND SO TONIGHT WE ARE HERE TO SHARE THIS DRAFT ORDINANCE THAT REALLY SPEAKS TO GENDER AFFIRMING CARE.

FEDERAL ACTIONS, PRIMARILY THROUGH THE FORM OF EXECUTIVE ORDERS HAVE REALLY DEMONSTRATED THAT THE LGBTQ+ COMMUNITY IS UNDER ATTACK AND FACING CHALLENGES LEGALLY, SAFETY, ALL OF THOSE THINGS.

AND THIS DRAFT ORDINANCE IS TO INCORPORATE THAT GENDER AFFIRMING CARE IS A HUMAN RIGHT HERE IN THE COMMUNITY AND IT REALLY TAKES THE WORK THAT WAS DONE AT THE STATE LEVEL WITH THE PASSAGE OF THE LAWFUL HEALTHCARE ACTIVITY ACT IN AUGUST 2024 AND ADAPT IT WITHIN OUR VILLAGE CODE, BOTH AS

AN AFFIRMATION TO OUR COMMUNITY FOR THE BELIEF THAT WE HAVE, BUT ALSO TO REINFORCE OUR INTERESTS AROUND PROTECTING THOSE WHO ARE IN NEED OF THAT PROTECTION.

SO, WE ARE HERE LIKE MANAGER JACKSON SAID TONIGHT TO GET FEEDBACK FROM THE BOARD.

THIS IS THE FIRST TIME THAT YOU ARE SEEING THIS DRAFT AND WE HAVE NOT RECEIVED SIGNIFICANT GUIDANCE FROM THE BOARD UP UNTIL THIS POINT AND SO WE ARE HAPPY TO HEAR ANY FEEDBACK AROUND YOUR INTERESTS AND POTENTIALLY BRING THIS BACK FOR A SECOND READING SHOULD THE BOARD DESIRE.

>>PRESIDENT SCAMAN: THANK YOU, I APPRECIATE HOW YOU ARE PRESENTING AS A FIRST READING WITH THIS OPPORTUNITY FOR THE COMMUNITY TO HEAR AND FOR MEMBERS OF THE BOARD TO PROVIDE FEEDBACK BEFORE IT BECOMES A VOTE FOR US.

KNOWING THAT WE HAVE ALREADY HEARD FROM THREE MEMBERS OF OUR COMMUNITY WHO KNOW MORE INTIMATELY THEN AT LEAST MYSELF HOW COMPLICATED THE TOPIC REALLY IS TO BE CARING FOR NOT JUST AFFIRMING, BUT CARING FOR AND PROVIDING THAT PROTECTION, BUT ACCESS TO RESOURCES. OAK PARK IS A COMMUNITY THAT IS HAS THE RESOURCES TO BE DOING MORE THAN JUST MAKING A STATEMENT.

AND WE CERTAINLY DO NOT WANT TO BE DOING IT AND PUTTING PEOPLE AT RISK IF IT IS NOT ALSO THEN AND PARTNERSHIP.

AND SO I WILL ASK IF THERE ARE COMMENTS, BUT I'M GOING TO - FROM COLLEAGUES AND THEN AS WE CLOSE WE CAN LOOK AT HOW IT IS THAT WE CAN ENGAGE FURTHER AND WE ARE DOING THIS AS RESPONSIBLY AS WE CAN. ANY COMMENTS?

>>SPEAKER: THANK YOU FOR GOING TO TASK ON THIS AND THANK YOU ALL FOR THE COMMENTS.

I THINK THAT WE AS A COMMUNITY ALWAYS WANT TO TRY TO DO WHAT IS BEST BY ALL OF OUR INDIVIDUALS HERE IN OAK PARK AND MAKING SURE THAT WE ARE NOT ONLY DOING THINGS THAT KEEP PEOPLE SAFE, BUT ALSO GIVING THEM THE ABILITY LIKE YOU SAID TO THRIVE, ESPECIALLY IN A PLACE LIKE OAK PARK AND A TIME LIKE NOW.

AND SO DEFINITELY APPRECIATE THE FIRST GO AT THIS AND I AGREE WITH ERIN THAT THERE ARE THINGS THAT WERE NOT ADDRESSED COMPLETELY AND SO IF WE COULD LOOK INTO SOME OF THOSE OTHER LEFT OUT PIECES THAT WE COULD POSSIBLY SEE WHAT WE CAN DO AND WHAT THAT WOULD POSSIBLY COST US OR THE OPPORTUNITIES AVAILABLE IF WE ARE TALKING ABOUT LEGAL REPRESENTATION AND WHAT WOULD THAT BE AND WE WANT TO TALK ABOUT SURVEILLANCE AND THINGS OF THAT NATURE AND WHAT DOES THAT MEAN AND WHAT IS THE EXTENT OF THAT NATURE?

HOW DO WE YOU KNOW OFFER SANCTUARY IN THAT EFFECT AND SO WE CAN BE A LITTLE BIT MORE SPECIFIC.

YES, I THINK WE ARE ALSO - I THINK TRUSTEE JENNA AND I HAVE TALKED ABOUT THIS A LITTLE BIT, BUT BRINGING PEOPLE INTO THE CONVERSATION THAT ARE MOST AFFECTED BY THIS IF THEY ARE WILLING TO HAVE THAT CONVERSATION AND GIVING THEM A SAFE SPACE TO HAVE IT.

I THINK THAT IS YOU KNOW WE CANNOT MAKE THESE PROCLAMATIONS WITHOUT INCLUDING THOSE THAT WILL BE MOST AFFECTED BY IT.

>>PRESIDENT SCAMAN: ANYTHING ELSE?

>>SPEAKER: I WILL START WITH A THANK YOU FOR YOUR WORK ON THIS. FROM MY PERSPECTIVE IT WAS A REALLY FEEL-GOOD EXPERIENCE TO HEAR FROM COMMUNITY ABOUT WANTING RECOGNITION AND PROTECTION AND HAVING STAFF VERY EFFICIENTLY WORK VERY HARD AND US NOT HAVING A DOCUMENT TO WORK ON.

SO, IT WAS AN IMPRESSIVE, FEEL-GOOD SORT OF EXAMPLE OF GOVERNMENT RESPONDING TO THE COMMUNITY.

AND SO I AM GRATEFUL FOR THAT.

I THINK MY PRIMARY FEEDBACK WOULD BE A REQUEST FOR A ROBUST LISTENING SESSION WITH COMMUNITY MEMBERS.

OBVIOUSLY WHAT WE HAVE HEARD JUST FROM A FEW REPRESENTATIVES THIS EVENING, WHAT SANCTUARY MEANS AND WHAT IT MAY LOOK LIKE AND MAY REQUIRE OF US MAY NOT BE THE SAME FOR EVERYONE AND WE OWE IT TO OUR IMMUNITY I THINK TO OPENLY LISTEN TO THOSE WITH LIVED EXPERIENCES AND THOSE MOST IMPACTED BY THE POLICIES THAT WE SEEK TO PROTECT THEM WITH. I HEARD LOUD AND CLEAR IN ONE OF MY NOTES FROM READING IT THAT I THINK WE NEED TO SERIOUSLY CONSIDER FOLKS WHO ARE FLEEING PERSECUTION FROM OTHER STATES AND COMING TO OUR COMMUNITY AND IF THERE IS PROTECTIONS THAT WE CAN RIDE IN SPECIFIC OR AT LEAST YOU KNOW FOR OURSELVES HAVING THAT AWARENESS, BECAUSE THAT IS WHAT I AM HEARING AND MEETING FOLKS WITH THAT EXPERIENCE AND SO THIS IDEA OF SANCTUARY IS NOT ABSTRACT I GUESS IS THE POINT THAT I WANT TO MAKE.

AND THEN BEYOND WHAT WE CAN DO IN TERMS OF AN ORDINANCE AND IN TERMS OF OUR HUMAN RIGHTS PROTECTIONS I SORT OF WANT TO JUST NOTE AS WE LOOK TO NEXT YEAR'S BUDGET, REALLY MAKING SURE THAT WE HAVE DOLLARS BEHIND WHAT WE WANT TO SAY AND WAYS IN WHICH WE CAN PROTECT PEOPLE WITH RESOURCES AND I THINK THE PRIMARY THING WE CAN DO AS A VILLAGE IS SUPPORTING MENTAL HEALTH CARE BASED ON WHAT WE HAVE IN PLACE AND THEN I THINK SOME OF THE PROBLEMS OR CONCERNS THAT I HAVE READING THE ORDINANCE IS AGAIN HOW WHAT WE SEEK OUT TO DO IN PROTECTING IS UNDERMINED BY OUR SURVEILLANCE TECHNOLOGY.

AND RECKONING WITH THAT INABILITY TO REALLY PROTECT PEOPLE WHO ARE ALREADY HERE, SEEKING GENDER AFFIRMING CARE OR WILL COME HERE, BECAUSE THEY CANNOT GET THAT CARE ELSEWHERE AND HOW WE MAY BE UNDERMINING THE PROTECTIONS WE SEEK TO PUT IN PLACE WITH THAT TECHNOLOGY.

I THINK THAT WAS IT.

>>SPEAKER: I WILL ECHO MY COLLEAGUES IN THE I AM VERY GRATEFUL THAT YOU BROUGHT THIS FORWARD.

I THINK THAT THIS IS A GREAT FIRST STEP AND I DO KNOW THAT THE ILLINOIS LAWFUL HEALTHCARE ACTIVITY ACT PROVIDES SOME PROTECTIONS FOR PROVIDERS WHEN DATA IS BEING SOUGHT BUT THAT WAS ONE THING THAT I JUST NOTED AS I WAS REVIEWING OUR ORDINANCE IS THAT OUR ORDINANCE IS FOCUSED ON WHEN FOLKS ARE SEEKING INFORMATION FROM THE VILLAGE AND SORT OF REITERATING EXPLICITLY THAT ANY PROVIDERS IN THE VILLAGE THAT THE PROTECTIONS PROVIDED, THAT THEY SHOULD NOT PARTICIPATE IN PROVIDING THAT DATA.

BECAUSE, IT IS AN IMPORTANT COMPONENT OF THE ILLINOIS LAWFUL HEALTHCARE ACTIVITY ACT AND WE WANT TO MAKE SURE THAT IF THIS IS INCORPORATING THOSE PROTECTIONS THAT WE ARE STATING THAT EXPLICITLY.

AND I DO WANT TO SEE US GO FURTHER ON THE PATH TO BEING A SANCTUARY VILLAGE FOR TRANS AND GENDER QUEER INDIVIDUALS.

I THINK THAT IS SOMETHING THAT WE ALREADY THE FACT OF OUR IN SOME WAYS AND I AM HEARING CONSTANTLY FROM FAMILIES WHO HAVE FLED STATES WHERE THEIR TRANS CHILDREN ARE BEING PERSECUTED AND THEY HAVE BEEN TOLD OAK PARK IS A SAFE PLACE TO GO AND WE NEED TO HONOR THAT FACT BY MAKING SURE THAT WE ENSHRINE THOSE PROTECTIONS THAT EXIST WITHIN ORDINANCES.

AND SO I THINK THE IDEA OF CREATING A TASK FORCE IS A MEANINGFUL STEP TOWARDS THAT.

I THINK BRINGING, BRINGING A COMBINATION OF ACTIVISTS AND SHARP LEGAL MINDS TOGETHER TO CRAFT A MEANINGFUL AND EFFECTIVE SANCTUARY ORDINANCE THAT WILL PROVIDE PROTECTIONS AND HAVE THE TEETH NECESSARY TO ENSURE THAT THOSE PROTECTIONS STAND UP TO ANY CHALLENGES THAT MAY COME BEFORE THEM I THINK IS A WAY THAT WE CAN POTENTIALLY MOVE THIS FORWARD, BECAUSE I THINK THAT THIS IS AN ABSOLUTELY VITAL AND MEANINGFUL ISSUE TODAY, BECAUSE THE ATTACKS ON THE TRANS COMMUNITY AND SORT OF ON A NATIONAL BASIS ARE NOT ABOUT TO DISAPPEAR.

AND SO I THINK THAT IS IMPORTANT THAT WE NOT POLITICIZE THIS, BUT THAT WE TAKE IT SERIOUSLY, BECAUSE THESE ARE REAL THREATS AND SO WE NEED TO MAKE REAL EFFECTIVE LAWS THAT PROVIDE THOSE PROTECTIONS.

>>PRESIDENT SCAMAN: ANYONE ELSE?

>>SPEAKER: I JUST WANT TO SAY THANK YOU TO STAFF ARE BRINGING THIS FORWARD.

I THINK THIS IS DEFINITELY GREAT AND I SUPPORT THIS ORDINANCE AS WELL AS THE TRANS SANCTUARY ORDINANCE, AS WELL.

I DO WANT TO ECHO THE CONCERN OF THE PUBLIC COMMENTOR THAT MENTIONED THIS MAY BE DRAWING UNDUE ATTENTION TO US AND I DON'T KNOW - IN THIS AGE WITH THIS EXECUTIVE IN WASHINGTON.

I AM CONCERNED ABOUT THAT.

AND TO THE EXTENT THAT WE CAN PROTECT AGAINST THAT, I WOULD LIKE TO AND I DON'T KNOW WHAT THAT IS.

AND I WOULD LIKE TO UNDERSTAND AND HEAR FROM OTHER FOLKS ON WHAT THEY THINK THE RISK OF THAT IS.

BECAUSE, THE LAST THING THAT I WANT TO DO IN TRYING TO CRAFT PROTECTION IS PUT FOLKS AT RISK.

AND OTHERWISE I AGREE WITH WHAT IS HERE.

I LIKE WHAT IS HERE.

YOU KNOW I THINK WE AS OAK PARK, WE CAN ALWAYS GO FURTHER AND I WOULD SUPPORT US GOING FURTHER, BUT AGAIN I JUST WANT TO MAKE SURE THAT IF THERE IS A RISK POSED BY BEING LOUD AND VOCAL, THAT WE ARE AWARE OF THAT AND THAT WE TAKE STEPS TO MITIGATE IT.

>>TRUSTEE TAGLIA: I JUST WANT TO SAY THAT THIS IS A GOOD FIRST STEP FOR THE VILLAGE IN TRYING TO CODIFY SOME OF THESE IDEAS.

AND I THINK THAT THOSE ARE IMPORTANT IDEAS AND I WOULD THINK THAT MY COLLEAGUES HERE HAVE SOME VERY GOOD IDEAS TO EXPAND IT AND TO CHANGE AND BRING SOME OF THE NEW CONCEPTS TO THIS AND TRY TO INVOLVE MORE PEOPLE AND AS BRIAN SAID, SOME OF THE LEGAL ASPECTS OF IT.

BUT, MY THOUGHT WOULD BE TO HAVE THESE DISCUSSIONS AND GO AHEAD WITH THIS AND CONTINUE ON ON THE TWO FRONTS.

THAT WOULD BE MY PERSONAL THOUGHT RATHER THAN DELAY, BECAUSE IT COULD BE - IT IS A COMPLICATED, A LOT OF MOVING PARTS TO IT.

AND SO I THINK IT IS A GOOD ORDINANCE AND I SUPPORT IT, THANK YOU.

>>PRESIDENT SCAMAN: ALL RIGHT, SO THE IDEA OF A FIRST READING JUST ALLOWS US TO HEAR BACK EVERYTHING FOR EXAMPLE THAT HAS BEEN SHARED THIS EVENING SO THAT WE CAN MOVE FORWARD UNDERSTANDING ANY POTENTIAL FOR UNINTENDED CONSEQUENCES, BUT ALSO SERVING THE INTENTION AND PROTECTION THAT WE ARE LOOKING FOR.

YOU KNOW AN ORDINANCE AND A HUMAN RIGHT CHAPTER OF OUR CODE ALLOWS US TO AND PROVIDES US WITH THE ABILITY TO PROTECT AND TO STEP IN.

AND SO I THINK WHAT WOULD BE LOOKING FOR VILLAGE MANAGER JACKSON IS HOW WOULD THIS ORDINANCE BE USED TO PROTECT SOMEBODY IF THERE WAS A VIOLATION AND THEN CONNECTING THOSE RESOURCES AND KNOWING THAT WE HAVE THEM IDENTIFIED AND READY TO GO.

I DO SUPPORT FULLY THE IDEA OF I KNOW THAT STAFF IS CONTINUING TO ENGAGE AARON AND SOME OF THE RECOMMENDATIONS THAT YOU HAVE FOR THE VILLAGE AS WE WORK THROUGH THEM ALL, BUT ALSO PFLAC (SP?) WHICH IS A NATIONAL ORGANIZATION AND SOME OF WHAT I HAVE HEARD IS THAT THERE ARE SEVERAL PRIVACY AND CONFIDENTIALITY - THAT WE JUST NEED TO BE RESPECTFUL OF WHEN SOMEBODY CHOOSES THAT CONFIDENTIALITY AND SO TO ENGAGE THEM FIRST AS THEY IDENTIFY HOW TO MOVE FORWARD I THINK WOULD HELP US DO THAT SENSITIVELY.

AND THEY ALSO HAVE THEN CONNECTIONS WITH ORGANIZATIONS THAT SUPPORT THE TRANSGENDER COMMUNITY, AND PARTICULARLY THE BLACK TRANSGENDER COMMUNITY IN AUSTIN THAT PFLAC HAS ACCESS AND RELATIONSHIPS WITH.

AND THAT CAN HELP US IDENTIFY WITH THOSE SCENARIOS AND MOMENTS OR WAYS OF ENGAGING YOU KNOW WITHOUT THAT EDUCATION WE MIGHT NOT DO WELL WITH ALL OF THE BEST INTENTIONS.

AND SO WHILE WE COULD WAIT FOR A SECOND READING I THINK IN THIS CASE WE ARE SMARTER TO NOT AND WE ARE STILL MOVING FORWARD AT A GOOD SPEED. IS THAT CORRECT?

ALL RIGHT.

>>SPEAKER: ARE WE AWARE OF ANY PLACES IN THE US THAT HAVE PASSED A TRANS SANCTUARY ORDINANCE THE HAVE ALSO COME UNDER ATTACK IN ANY EFFORTS THEY HAVE TAKEN TO MITIGATE THAT?

>>KIRA TCHANG: I AM NOT AWARE OFF THE TOP OF MY HEAD, I DO KNOW THAT THERE ARE A NUMBER OF COMMUNITIES THAT HAVE PASSED A VARIETY OF ORDINANCE IN SUPPORT OF THE TRANSGENDER COMMUNITY, BUT I WOULD HAVE TO DO SOME RESEARCH AND BRING THAT BACK.

>>TRUSTEE WESLEY: OKAY, I WOULD LIKE TO KNOW THAT BEFORE WE MOVE FORWARD WITH THE TRANS ORDINANCE, IT WOULD NOT CHANGE MY VOTE, BUT IT IS IMPORTANT TO NOTE THAT ONE, IF THERE ARE FOLKS THAT HAVE COME UNDER ATTACK FOR DOING SOMETHING LIKE THIS, WHAT THEY HAVE DONE IN RESPONSE SO WE CAN ADOPT THE SAME MEASURES OR WE CAN PROACTIVELY PREVENT SOME OF THE THINGS THAT MAY HAVE HAPPENED TO THEM.

AND THEN SECOND, JUST THE REASONABLENESS OF THE EXPECTATION THAT WE MAY COME UNDER ATTACK COULD BE. BOTH OF THOSE THINGS.

>>TRUSTEE LEVING-JACOBSEN: I THINK ONE OF THE CONCERNS IN TERMS OF BLOWBACK IS NOT WHAT WOULD HAPPEN TO US AS A VILLAGE BUT THE NEGATIVE ATTENTION WE WOULD DRAW TOWARDS HEALTHCARE PROVIDERS IN OUR COMMUNITY AND THE LEGAL LIABILITY EVEN IF IT IS JUST A LONG PROCESS AND AN EXPENSIVE PROCESS, WHAT WE MIGHT DRAW INTO THOSE KINDS OF ATTACK AGAINST THOSE WHO ARE PROVIDING CARE AND I THINK THERE ARE SOME EXAMPLES THAT WE CAN POINT TO, BUT I THINK THAT IS ONE OF THE CONCERNS.

>>TRUSTEE WESLEY: MY CONCERN IS FOR THE PEOPLE, NOT THE GOVERNMENT, RIGHT?

BECAUSE, WE HAVE GOT MONEY AND WE HAVE LAWYERS. I'M WORRIED ABOUT THE FOLKS WHO DON'T.

>>PRESIDENT SCAMAN: ALSO OPPORTUNITY TO ENGAGE OUR OTHER GOVERNMENTAL PARTNERS, THE TOWNSHIP AND THE SCHOOLS ETC. AND OUR COMMUNITY AND MENTAL HEALTH BOARD.

ALSO THEN ENCLOSING I WILL REMIND THAT WE ARE GOING THROUGH A CERTIFICATION PROCESS AS A WELCOMING CITY TO HAVE US PROVIDE A ROADMAP OF CONTINUING TO REVIEW OUR ORDINANCES, POLICIES, PROCEDURES AND HOW WE CAN BE THE MOST WELCOMING COMMUNITY THAT WE SEEK TO BE AND WITH THE CONNECTIONS OF THOSE RESOURCES AND TRAINING FOR ALL FOLKS INVOLVED.

SO, THANK YOU.

I THINK - NO, YOU'RE GOOD.

>>TRUSTEE WESLEY: ONE MORE THING.

I JUST THOUGHT ABOUT SOMETHING.

THIS ADMINISTRATION IS CURRENTLY TALKING FOLKS WHO ARE NATIONALIZED CITIZENS AND SO I WORRY ABOUT INTERSECTIONALITY LIKE FOLKS WHO ARE NATURALIZED BUT ALSO MEMBERS OF THE TRANS COMMUNITY, THAT COULD BE HORRIFIC FOR THEM IF THEY ARE EXPOSED IN TRUMPED UP CHARGES, PUN INTENDED.

AND I'M SEEING SOME THINGS WHERE FOLKS ARE DE- NATURALIZED.

AND I JUST WANT TO MENTION THAT.

>>PRESIDENT SCAMAN: PLEASE, ANYTHING?

>>MANAGER JACKSON: JUST REALLY QUICKLY I WANTED TO SUMMARIZE, IT SOUNDS LIKE THERE IS AN INTEREST IN DOING SOME ROBUST COMMUNITY ENGAGEMENT, EVEN TO THE EXTENT MAYBE OF MOBILIZING A TASK FORCE. YOU KNOW WE SPEAK IN A REPORT TO MAY BE THE IDEA OF ENGAGING OUR CRC. THERE IS A COMPONENT OF THE AND TRUSTEE TAGLIA WAS MAKING A COMMENT ABOUT TIMELINE AND SO I THINK WE ARE TRYING TO SPRINT TO GET THIS RIGHT HERE AND TO GET SOME PROTECTIONS IN PLACE AND I JUST WANT TO ACKNOWLEDGE THAT WITH THE ROBUST ENGAGEMENT IF THE EFFORT MEANS THAT THIS WILL COME BACK UNTIL THAT IS DONE, THEN IT DOES EXTEND THE TIMELINE A BIT IN TERMS OF GETTING SOMETHING APPROVED.

>>PRESIDENT SCAMAN: VILLAGE MANAGER JACKSON I SEE THAT THERE'S A COUPLE PEOPLE WHO WOULD LIKE TO ADD, BUT I WOULD SAY THAT WHAT I WOULD RECOMMEND IS THAT ENGAGEMENT WITH PFLAG BECAUSE WHAT I'M ALSO UNDERSTANDING AND I CAN START WITH JUST ONE MEETING TO LOOK OVER WHAT WE CURRENTLY HAVE AND THEN BRING THAT FORWARD ON A REGULAR TIMELINE OF A SECOND READING WHILE WE CONTINUE WITH THE ADDITIONAL NEXT STEPS IN PLACE.

AND SOME OF WHAT WE NEED TO HEAR FROM, PEOPLE WOULD WANT CONFIDENTIALITY AND SO RATHER THAN MAKING A TASK FORCE, CAN WE HAVE THE INITIAL CONVERSATION AND THEN COME BACK WITH WHAT WE HEAR AND LEARN?

>>MANAGER JACKSON: YES, ABSOLUTELY WE CAN DO SOME LISTENING SESSIONS IN THE CONSIDERATIONS ABOUT PROTECTING PEOPLE'S PRIVACIES AND SO FORTH.

>>PRESIDENT SCAMAN: HOWEVER, IF MY COLLEAGUES STILL WANT TO SEE A TASK FORCE IN PLACE, PLEASE SPEAK UP.
AND WITH THAT INITIAL REVIEW WITH OUR COMMUNITY PARTNERS, THAT CAN BE BROUGHT TO US WHILE WE CONTINUE TO PROVIDE THE INFRASTRUCTURE AND SUPPORT.

DOES THAT WORK?

>>TRUSTEE STRAW: MY MENTION OF A TASK FORCE WAS THE BROADER SANCTION - WE CAN STILL MOVE FORWARD WITH THIS ORDINANCE, CERTAINLY GETTING COMMUNITY ENGAGEMENT TO THE ORDINARY COURSE.
BUT, I DON'T THINK THAT WE NECESSARILY NEED TO SLOW DOWN MOVING FORWARD WITH THIS ORDINANCE REGARDING GENDER AFFIRMING CARE, RIGHT?

I THINK FROM THE PUBLIC COMMENT THAT WE HAD TONIGHT AND FROM MY REVIEW, THIS IS A GOOD FIRST STEP AS WE ALL SAID.

AND I DON'T THINK WE NEED TO NOT TAKE THE FIRST STEP, BECAUSE WE DON'T FULLY KNOW WHAT THE NEXT STEPS WILL BE.

I THINK WE STILL TAKE THAT FIRST STEP AND WE WORK WITH ADVOCATES IN THE COMMUNITY AND WITH LEGAL MINDS TO CREATE THAT TASK FORCE TO PUSH TOGETHER OR PUSH FORWARD ON THAT NEXT STEP, THAT SANCTUARY VILLAGE ORDINANCE THAT ENCOMPASSES A BROADER SET OF PROTECTIONS.

>>PRESIDENT SCAMAN: IS ANYBODY SUGGESTING THAT WE WAVE A SECOND READING JUST FOR CLARITY?

>>SPEAKER: MOVED.

>>PRESIDENT SCAMAN: WAIT A MINUTE!

I AM HEARING FROM VILLAGE MANAGER JACKSON THAT IT IS NOT RECOMMENDED, YOU HAVE THE RIGHT TO MAKE THE MOTION ANYWAY.

BUT, I WANT TO MAKE SURE THAT I AM HEARING PROPERLY.

YOU KNOW SO WHEN WOULD IT COME BACK WITH WHAT YOU ARE HEARING TONIGHT WHICH IS NOT NECESSARILY - WE CAN HAVE ONGOING COMMUNITY ENGAGEMENT AS WE HAVE THAT FIRST INITIAL REVIEW AND BRING BACK THAT SECOND READING, WHAT IS THAT TIMELINE?

>>MANAGER JACKSON: I WOULD SEEK TO BRING IT BACK BEFORE WE BREAK, OUR LAST MEETING IS ON AUGUST 5. AND SO MY THOUGHT WOULD BE THAT WE HAVE SOME FOLLOW-UP CONVERSATIONS WITH SOME KEY STAKEHOLDERS TO HELP FURTHER INFORM WHAT WE TALKED ABOUT TONIGHT AND GET IT TO SOME SPECIFICS AND THEN PERHAPS BRING ANOTHER DRAFT BACK.

AND WHILE I'M SPEAKING, I WANT TO ACKNOWLEDGE THAT THE BOARD HAS THE AUTHORITY TO WAIVE (CHUCKLE) BUT THE REASON WE ARE PUSHING BACK A LITTLE BIT AND I IS BECAUSE WE DID NOT INCLUDE THE NECESSARY LANGUAGE TO DO THAT AND I THINK IF YOU WILL, THE BEST PRACTICE, BECAUSE IT DOES NOT SAY POTENTIAL ADOPTION WITH LANGUAGE OF THE ITEMS AND SO THAT WAS THE NATURE OF MY LITTLE GENTLE PUSH BACK THERE.

SO, YES, THE TIMELINE I THINK IN TERMS OF BRINGING IT BACK WITH SOME ADDITIONAL INPUT WITHOUT GETTING TOO SPECIFIC, WE WOULD TRY TO BRING HER -- BRING IT BACK BEFORE BREAK.

>>TRUSTEE WESLEY: AND JUST A COMMENT, MY COMMENTS AROUND THE RISK AND SAFETY AROUND THE TRANS SANCTUARY YOU'RE NOT THIS ONE.

>>PRESIDENT SCAMAN: OKAY, WE ARE MOVING FORWARD ON THIS ONE JUST FINE.

SO, WE WILL SEE THE ORDINANCE COME BACK TO US IN ABOUT A MONTH AND WE WILL WORK TO ENGAGE SOME LOCAL REPRESENTATION IN BETWEEN THEN AND JUST MAKE SURE THAT WE ARE SENSITIVE TO CONCERNS THAT MAY EXIST AND BE RESPONSIVE AND THEN AS WE CONTINUE TO DO THE WORK THAT IS ALL-ENCOMPASSING OF BEING A SANCTUARY CITY AND A WELCOMING COMMUNITY WITH PROVIDING THE RESOURCES AND THE SUPPORT AND SAFETY FOR ALL PEOPLE. RIGHT?

OKAY.

VERY GOOD.

THANK YOU.

SO, I WOULD ENTERTAIN A MOTION TO IMPROVE THE CONSENT AGENDA AS IT HAS BEEN PRESENTED.

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: CLERK, I'M SORRY - CINDY, DEPUTY CLERK, WOULD YOU PLEASE READ THE ROLE?

>>SPEAKER: TRUSTEE EDER, ABSENT.

TRUSTEE ENYIA?

>>TRUSTEE ENYIA: YES.

>>SPEAKER: TRUSTEE LEVING-JOHNSON?

TRUSTEE STRAW?

TRUSTEE STRAW?

TRUSTEE WESLEY?

PRESIDENT SCAMAN?

>>PRESIDENT SCAMAN: YES.

THANK YOU.

SO, THE CONSENT AGENDA HAS BEEN APPROVED THAT IT HAS BEEN CENTERED ON THE AGENDA.

OUR REGULAR AGENDA ITEM IS A PRESENTATION ON RACIAL EQUITY INITIATIVES AND SO WE WILL KEEP THE CONVERSATION MOVING, VILLAGE MANAGER JACKSON.

>>MANAGER JACKSON: THANK YOU PRESIDENT SCAMAN AND MEMBERS.

HR DIRECTOR IS GOING TO PRESENT ON THIS, AS WELL.

I THINK TONIGHT THE GOAL IS REALLY TO JUST PROVIDE A REPORT, A KEY MOTIVE REPORT TO DATE ON EQUITY INITIATIVES THAT WE HAVE UNDERTAKEN AND ALSO LOOK AT IT AS SORT OF AN ACCELERATION POINT AS WE HIRED A NEW CHIEF DEI WITH KELLY KEYES AND UNFORTUNATELY SHE CANNOT BE HERE TONIGHT BECAUSE OF PERSONAL CIRCUMSTANCES, BUT SHE IS DEFINITELY COMMITTED AND LOOKING FORWARD TO HER GETTING STARTED.

AND WE HAVE THIS EQUITY POLICY AUDIT THAT WE HAVE INITIATED THAT I THINK WILL PROVIDE US WITH SUBSTANTIAL INFORMATION TO HELP US BUILD A RACIAL EQUITY ACTION PLAN AND I SAY THAT BECAUSE THAT IS IMPORTANT AND THAT IS A PART OF THE BOARD'S GOALS FOR A WHILE AND YOU KNOW WE WANT TO ACKNOWLEDGE THAT WE HAVE THE DELEGATES AND WE HAVE HAD SOME HICCUPS IN TERMS OF OTHER THINGS THAT WE HAVE BEEN ENGAGED IN OVER THE LAST COUPLE OF YEARS AND WE ARE EXCITED ABOUT MOVING FORWARD AND ADVANCING OUR RACIAL EQUITY AGENDA AND I ALSO SAY THAT WITH A CAVEAT THAT WE HAVE BEEN ACTUALLY INTEGRATING EQUITY IN A LOT OF OUR POLICIES AND PROGRAMS, SOME OF WHICH YOU WILL FIND IN THE REPORT THAT WE WILL ACKNOWLEDGE TONIGHT, BUT THIS IS REALLY ABOUT JUST MOVING FORWARD WITH THOSE THINGS THAT WE HAVE NOT RESOLVED AND ACKNOWLEDGE WHAT WAS OUTSTANDING AND HAVING THE CONVERSATION ABOUT THAT AND SEEKING OUT

FEEDBACK TONIGHT AS WE MOVE FORWARD AND WITH THAT INTRODUCTION I WILL TURN IT OVER TO KIRA AND HOPEFULLY I DID NOT LOCATE TOO MANY OF YOUR COMMENTS, BUT KIRA WILL DELIVER THE REPORT AND I THINK WE HAVE A GUEST FROM UIC, AS WELL.

GOOD EVENING, IT IS ME AGAIN.

SO, TONIGHT -LIKE MANAGER JACKSON SAID WE ARE GOING TO GO OVER AND UPDATE ON A NUMBER OF EQUITY INITIATIVES THAT HAVE BEEN UNDERWAY AS PART OF THE BOARDS 24/25 GOAL SETTING PROCESS AND ALSO A PART OF THE VILLAGE WORK AS WE HAVE CONTINUED TO ADVANCE RACIAL EQUITY.

I DO HAVE A GUEST ONLINE AND I KNOW SHE WAS HAVING SOME TECHNOLOGY ISSUES AND SO DOCTOR YANG-CLAYTON, IF YOU CAN HEAR ME YOU CAN TAKE YOURSELF OFF OF NEW AND SAY HELLO?

>>KATHLEEN YANG-CLAYTON: HELLO.

>>KIRA TCHANG: YOU ARE ON, GOOD, THANK YOU.

I JUST WANTED TO CONFIRM, I WILL JUMP INTO MY PRESENTATION AND THEN I'LL INTRODUCE YOU IN JUST A COUPLE OF MOMENTS.

SO, THANK YOU FOR THAT.

SO, LIKE I SAID, TONIGHT WE ARE GOING TO GO OVER A NUMBER OF DIFFERENT RACIAL EQUITY INITIATIVES THAT HAVE BEEN IN PROGRESS AND AND THAT WILL INCLUDE REALLY LANGUAGE ACCESS PLANS, RACIAL EQUITY ASSESSMENT, RACIAL EQUITY POLICY AUDIT, A BRIEF UPDATE ON REPARATIONS AND THEN JUST SOME UPDATES ON HUMAN RIGHTS AND COMMUNITY RELATIONS FOR 24 AND 25.

AS YOU ALL ARE AWARE, IN 2024, THE BOARD ADOPTED A NUMBER OF GOALS, QUITE AMBITIOUS RELATED TO RACIAL EQUITY AND ENFORCING NETWORK.

THERE WERE FOUR KEY PRIORITIES AS A PART OF THAT RACIAL EQUITY GOAL.

THE FIRST BEING TO ENSURE EQUITABLE ACCESS TO GOVERNMENT CONTRACTS AND SERVICES, THE SECOND BEING ASSESSING AND ADDRESSING HISTORICAL LACK OF EQUITY AND THE THIRD TO SUPPORT INTEGRATION AND DIVERSE COMMUNITY ENTRY POINTS AND THE FOURTH TO ENHANCE CULTURAL COMPETENCY.

SO, THOSE ARE THE FOUR AREAS AND PRIORITIES AND THERE WERE A NUMBER OF PROJECTS AND INITIATIVES THAT WERE EMBEDDED IN EACH OF THOSE PRIORITIES.

SO, TONIGHT I AM NOT GOING TO SPEAK ABOUT ALL OF THE PRIORITIES AND PROJECTS, BECAUSE THERE ARE MANY AND MOST OF THEM ARE IN SOME STATE PROGRESS OR COMPLETION, BUT I REALLY WANT TO ZERO IN ON A COUPLE OF THE PRIORITIES AND SOME OF THOSE KEY PROJECTS EMBEDDED WITHIN THEM.

SO, UNDER PRIORITY ONE, NORMALIZING A LANGUAGE ACCESS FOR THE VILLAGE, THAT WAS AN IMPORTANT GOAL.

THE SECOND BEING COMPLETE RACIAL EQUITY ASSESSMENT AND IMPLEMENTATION RACIAL EQUITY ACTION STRATEGIC PLAN WHICH IS A REALLY IMPORTANT COMPONENT OF FORMALLY OPERATIONALIZING DEI WITHIN THE ORGANIZATION AND THE THIRD PRIORITY IN AUDITING PROCESSES AND PROCEDURES FROM A RACIAL EQUITY LENS REGARDING ADA, AGING AND COMMUNITY ACCESSIBILITY AND OTHER INTERSECTIONALITY'S.

SO, IN TERMS OF OUR ACCESS PLAN, YOU LAST HEARD FROM STAFF IN OCTOBER IN THE FALL.

THE BOARD APPROVED THE VILLAGE PROPOSED LANGUAGE ACCESS PLAN WHICH IS REALLY DESIGNED TO ENSURE THAT FOLKS WHO HAVE LIMITED ENGLISH LANGUAGE PROFICIENCY CAN STILL HAVE FULL ACCESS, MEANINGFUL ACCESS TO ALL OF THE SERVICES THAT THE VILLAGE OFFERS.

THE VILLAGE HAS SELECTED A VENDOR TO PROVIDE TRANSLATION AND INTERPRETATION SERVICES AND THE DEI OFFICE IS GOING TO IMPLEMENT TRAINING FOR ALL STAFF TO BE ABLE TO UTILIZE THOSE SERVICES AND REVIEW OUR POLICIES AND PROCEDURES FOR IDENTIFYING THOSE THAT ARE MOST VITAL FOR BEING TRANSLATED AND SHARED WITH THE COMMUNITY.

ALL OF THOSE PHOTO PROJECTS ARE SET TO TAKE PLACE BY Q3 OF THIS YEAR AND SO WE DO EXPECT TO THEN ROLL OUT ADDITIONAL LANGUAGE ACCESS COMPONENTS THAT ARE A PART OF THAT LANGUAGE ACCESS PLAN INCLUDING A IN-HOUSE INTERPRETATION PROGRAM AND SO THAT IS THE IDEA OF ACKNOWLEDGING THE MANY SKILLS AND TALENTS OF OUR MULTILINGUAL STAFF AND GIVING THEM THE ABILITY AND RECOGNITION TO SUPPORT LANGUAGE ACCESS NEEDS WHEN RESIDENTS COME TO THE COMMUNITY AND THE OTHER IS THE REGULAR STANDARD INTERPRETATION OR TRANSLATION OF BOARD MEETINGS IN REAL TIME AS THEY ARE OCCURRING.

SO, THOSE ARE ALL ACTIVITIES THAT WE BELIEVE WE CAN COMPLETE IN 2025 BY THE END OF THE YEAR.

OR YOU KNOW BEGIN THAT PROCESS AND BE ABLE TO BRING ADDITIONAL UPDATES BACK TO THE BOARD.

AND SO THAT IS THE LANGUAGE ACCESS AND WE THINK THAT WE HAVE MADE SOME GREAT MOMENTUM ON THAT PROGRAM SINCE IT WAS DISCUSSED IN THE FALL OF 24.

THE NEXT THING I WANT TO TALK ABOUT WILL PROVIDE AN UPDATE ON IS OUR RACIAL EQUITY ASSESSMENT.

AND SO YOU ALL MAY REMEMBER THIS, IT WAS A COUPLE YEARS AGO NOW.

THE VILLAGE CONDUCTED A RFP FOR RACIAL EQUITY ASSESSMENT AND THAT WAS REALLY DESIGNED TO UNDERSTAND THE STRENGTHS, WEAKNESSES, OPPORTUNITIES WITH REGARD TO RACIAL EQUITY IN THE COMMUNITY.

JUST A COUPLE MONTHS AFTER, WE ISSUED THAT RFP, THE VILLAGE BOARD APPROVED A PROFESSIONAL SERVICES AGREEMENT WITH THE UNIVERSITY OF ILLINOIS CHICAGO, THE GREAT CITIES INST.

TO DO THE ASSESSMENT.

AND THEY WERE ABLE TO CONDUCT THEIR ASSESSMENT BOTH INTERNAL AND EXTERNAL REVIEW PRIMARILY IN THE YEAR 2023 BETWEEN MAY NINTH OF THAT YEAR THROUGH JANUARY 31, 2024.

IN THE RESEARCH DURING THAT TIME SERVES AS A BASIS OF THEIR FINDINGS FOR THE RACIAL EQUITY ASSESSMENT.

YOU KNOW DURING THAT TIME, YOU MAY ALSO RECALL YOU KNOW THERE WERE SOME PRETTY SIGNIFICANT DISRUPTIONS THAT OCCURRED WITHIN VILLAGE

GOVERNMENT AND WITHIN SORT OF THE STAFF DAY TODAY AND THE BOARD EXPERIENCE AT THE TABLE, AS WELL.

THERE WAS THE EMERGENCY DECLARATION THAT THE BOARD ISSUED ON NOVEMBER 2 WHICH ALLOWED STAFF TO REALLY PROVIDE A RESPONSE TO THE MIGRANTS WITHIN THE COMMUNITY, BUT THAT SIGNIFICANT RESOURCE WAS PULLED AWAY FROM THE ASSESSMENT AT THAT TIME.

AND IT DID LEAD TO SOME LIMITATIONS WITH THE RESEARCH AND LED TO LIMITATIONS WITH STAFF CAPACITY TO SUPPORT THE RESEARCH AND WE JUST WANT TO ACKNOWLEDGE THAT AND ACKNOWLEDGE THAT IT HAS BEEN SOMETIME SINCE THIS PROJECT WAS INITIATED, BUT NEVERTHELESS WE STILL WANT TO BRING FORWARD THE RESULTS OF THAT.

THE RACIAL EQUITY ASSESSMENT CONDUCTED BY UIC IS ATTACHED TO THIS REPORT IN FULL AND SO THERE IS A REPORT THAT THE GREATER CITIES INSTITUTE PROVIDED TO US AND THE VOICE YOU HEARD EARLIER, THE LEAD INVESTIGATOR, DOCTOR KATHLEEN YANG-CLAYTON IS HERE VIRTUALLY TONIGHT TO BE ABLE TO PRESENT A SUMMARY OF HER FINDINGS OR OF THE FINDINGS FROM THAT 2023 PROJECTS.

SO, I WILL TURN IT OVER TO DOCTOR YANG-CLAYTON WHO SHOULD BE ABLE TO SHARE HER SCREEN AND SHE HAS A PRESENTATION TO SHARE AND THEN I WILL REJOIN.

>>KATHLEEN YANG-CLAYTON: ALL RIGHT, WELCOME.

OR THANK YOU FOR HAVING ME, DID NOT WELCOME TO ME - FIRST, THANK YOU. I JUST WANTED TAKE A MOMENT, I HAVE BEEN SITTING THROUGH THE ENTIRE SESSION AND JUST WANTED TO SAY THANK YOU TO EACH OF YOU FOR THE SERVICE YOU ARE DOING.

IT IS PRETTY AMAZING AND I KEEP REMINDING MYSELF THAT I SHOULD DO MORE OF THIS AND JUST LISTEN INTO COUNCIL PROCEEDINGS AND TRUSTEE PROCEEDINGS, BECAUSE THERE IS A LOT OF EFFORT THAT GOES INTO PUBLIC SERVICE.

SO, THANK YOU FOR HAVING ME.

I AM GOING TO TRY TO SHARE MY SCREEN AND I KNOW IT IS 8:30 PM AND SO I WILL TRY NOT TO GO INTO LECTURE MODE.

WHEN I'M SHARING MY SCREEN, I CANNOT SEE ANYTHING.

SO, IF YOU HAVE A QUESTION, WRITE IT DOWN AND THEN I AM HAPPY TO ANSWER QUESTIONS THAT I KNOW THE ANSWER TO.

LET'S SEE - IS IT SHOWING UP?

NOT YET -

>>PRESIDENT SCAMAN: THERE WE GO.

>>KATHLEEN YANG-CLAYTON: ALL RIGHT, OKAY.

SO, THIS WAS AS KIRA SAID, AND ASSESSMENT WE DID TWO YEARS AGO.

TIME IS FLYING.

BACK THEN I WAS A VISITING SCHOLAR AND NOW I AM ACTUALLY THE HEAD OF THE CENTER FOR EQUITY EFFECTIVENESS IN GOVERNMENT AND I'LL TRY TO GO THROUGH THIS QUICKLY, BUT I KNOW THIS CAN GET A LITTLE BIT LONG IN THE TOOTH.

OKAY, THIS WAS THE TEAM.
EVERYONE WAS AWESOME.

MYSELF THE LEAST OF WHICH, CATHERINE FAYDASH IS A RESIDENT OF OAK PARK AND I'VE HEARD A LOT OF STORIES FROM HER OF HOW MUCH SHE LOVES LIVING IN YOUR VILLAGE AND OF COURSE THEA, BOTH OF THEM LED THE EXTERNAL ASSESSMENT AND MY FOCUS AND MY EXPERTISE IS IN PUBLIC ADMINISTRATION ACTUALLY SPECIFICALLY AND SO I FOCUSED ON THE INTERNAL ASSESSMENT, BUT WE ALL COLLABORATED TOGETHER.

JUST A LITTLE BIT OF BACKGROUND ON GREAT CITIES, IT IS A CENTER LOCATED IN THE COLLEGE OF URBAN PLANNING AND PUBLIC AFFAIRS AND JUST BROAD AND DEEP RANGE OF EXPERTISE AND THESE ARE JUST SOME OF THE EXAMPLES OF THE WORK THAT WE DID AND MY WORK IN THE UPPER LEFT-HAND CORNER, THE STRENGTHENING PUBLIC INSTITUTIONS, LOTS OF RACIAL EQUITY LANDSCAPE, PARTICIPATORY BUDGETING IN PARTICULAR AND THEN OF COURSE THE LATINO RESEARCH INITIATIVE.

I WORKED WITH A LOT OF ENTITIES, COMMUNITIES, RESIDENTS, YOUNG PEOPLE IS THE MOST FUN ONE, BUT LOTS OF WORK DONE TO BE VERY COLLABORATIVE AND OUR WORK IS ROOTED IN PARTICIPATORY ACTION RESEARCH AND SO WE TAKE THAT VERY SERIOUSLY AND MAKE SURE THAT WE HAVE THE TIME AND THE SPACE TO INCLUDE AS MANY VOICES AND AS MANY CHANNELS AS WE COULD TO COLLECT DATA AND TO ANALYZE AND SYNTHESIZE IT.

SO, IT IS REALLY GREAT TO ACTUALLY BE HERE.

HERE IS OUR PROJECT OVERVIEW.

WHAT DID WE DO?

OKAY, SO WE USE THE COMMUNITY-BASED MIXED METHODS RESEARCH, WE DID SOME COMMUNITY PROFILING JUST SO WE COULD GET A UPDATED SNAPSHOT OF WHAT IS GOING ON IN OAK PARK AND WE STARTED WITH A INTERNAL ASSESSMENT WHICH IS WHAT I LED AND THAT INFORMED SOME OF THE EXTERNAL ASSESSMENT OF THE KEY RESIDENTS AND OTHER STAKEHOLDERS AND WHAT WE WERE ASKING QUESTIONS ABOUT AND HOW WE WERE TRYING TO TIA NT MORE CLOSELY THE PROGRAMS AND SERVICES AS WELL AS YOU KNOW ALL OF THE THINGS THAT CITY AND LOCAL GOVERNMENTS DO JUST TO MAKE IT AS ALIGNED AS POSSIBLE IN TERMS OF ACTIONABLE ITEMS THAT ARE IN VERY DETAILED IN THE FULL REPORT AND I WILL NOT GO THROUGH ALL OF THEM.

ALL RIGHT, SO WHAT DID WE FIND?

SOME OF THESE THINGS WILL BE OBVIOUS AND SOME OF THEM MAY BE TECHNICAL. AGAIN I AM HAPPY AND I APOLOGIZE, MY DAUGHTER IS PLAYING SOME GAME ONLINE AND I TOLD HER TO BE QUIET, BUT THAT WAS AN HOUR AGO AND SO YOU MAY HEAR SOME YELLING AND SCREAMING IN THE BACKGROUND.

AND SO WHAT ARE SOME OF THESE CROSSCUTTING FINDINGS?

WHAT WE REALLY TRIED TO DO WAS GIVE PLACE TO WHAT IS IN THE INTERNAL ENVIRONMENT OF THE ORGANIZATION AS WELL AS THE EXTERNAL.

AND OF COURSE UNDERSTANDING THAT THERE IS PERMEABILITY WHICH IS A GOOD THING.

AND SOME OF THE FINDINGS THAT I WILL GO THROUGH IN A LITTLE BIT MORE DETAIL ARE OUTLINED HERE AND EVEN THE EXAMPLE OF THE ORDINANCE THAT YOU ARE EMBARKING ON IN TERMS OF INCLUSION AND ALLOWING PEOPLE TO FEEL SAFE AND FREE AND ACKNOWLEDGING HARMS AND CHANGING THE NARRATIVE ON THOSE THAT NEED OUR PROTECTION THE MOST.

WHAT IS THE DATA COLLECTION FOR SHARED GOVERNANCE?

THAT IS A LOT OF TECHNICAL TERMS THAT WE DRILLED INTO AND WHAT ARE THE TYPES OF INTERNAL COMMUNICATIONS AND TEAMBUILDING THAT WE WERE ASSESSING AND SAW SOME OPPORTUNITIES AS WELL AS SOME GAPS - THAT OF COURSE LEADS TO EXTERNAL COMMUNICATIONS.

AND HOW DO WE IMPROVE THAT AND THE CASE EXAMPLE WITH LANGUAGE ACCESS WHICH IS ABSOLUTELY A GOOD EXAMPLE OF HOW INTERNAL COMMUNICATIONS AND THE ABILITY FOR YOUR STAFF WERE MULTILINGUAL OR BILINGUAL HAVE CULTURAL COMPETENCY TO FEEL SEEN AND HEARD AND SUPPORTED TO USE THOSE SKILLS ON THE JOB, ALSO LEADS TO EXTERNAL COMMUNICATIONS.

AND THEN FINALLY COLLABORATION AND KNOWLEDGE SHARING.

I WILL GO THROUGH REAL QUICK AND I HAD A CHANCE TO CONNECT WITH YOUR ASSISTANT VILLAGE MANAGER JUST TO GIVE YOU A COUPLE OF QUICK UPDATES, BECAUSE IT HAS BEEN TWO YEARS.

SO, SOME OF THE THINGS THAT WE HAVE DISCOVERED AGAIN, SOMEBODY YELL IF THERE IS ANYTHING REALLY SURPRISING, BUT SOMETIMES YOU KNOW DATA SATURATION IS GOOD.

THIS IS WHAT WE FOUND.

RACISM EXISTS, MANIFEST IN OAK BAR, COMMUNITY MEMBERS REGULARLY EXPERIENCE THAT AND THERE IS A DIVIDE BETWEEN NORTH AND SOUTH OAK PARK AND THAT QUOTE UNQUOTE EVERYONE KNOWS THAT OAK PARK IS A DIVERSE WELCOMING COMMUNITY, BUT DOES NOT GIVE VOICE TO THE REALITY OF THAT FALSEHOOD OR RECOGNIZE DIVISIONS AND DISPARITIES.

SOME OF THESE THINGS I WILL BE ABLE TO GO INTO DETAIL, SOME OF THE EXTERNAL STUFF I WILL JUST READ IT LITERALLY.

AND SO SOME OF THE WORK THAT HAS HAPPENED BETWEEN 2023 AND NOW IS DEFINITELY THE ACT OF PUBLIC ACKNOWLEDGMENT AS WELL AS THE ACTIONS OF CHANGING THAT NARRATIVE.

BEING ABLE TO TALK OPENLY ABOUT ARM AND THEN HAVE THAT IN FORM, THE TYPES OF DISCUSSIONS THAT HAPPEN AT THE TABLE AND OTHER DISCUSSIONS WITH COMMISSIONS, NONPROFIT PARTNERS AND OTHER GOVERNMENTAL PARTNERS.

ON DATA COLLECTION, WHAT WE DISCOVERED AND REAFFIRMED IS THAT BECAUSE THERE IS NO ONE DATA REPOSITORY FOR ALL VILLAGE DEPARTMENTS TO DRAW ON, THERE IS GAP THAT HAPPEN.

AND THERE IS A LOT OF DATA THAT IS COLLECTED, BUT THERE IS STILL A LOT OF WORK TO BE DONE TO ENSURE THAT STAFF THAT NEED THIS DATA TO IDENTIFY SERVICE GAPS HAVE A VERY STRAIGHTFORWARD LINE OF SIGHT OVER WHAT TYPE OF DATA DOES EXIST AND ALSO THE SUPPORT AND THE UPSCALING THAT IS

NEEDED, ESPECIALLY NEED I SAY IT WITH AI BECOMING SO PROMINENT WITH HOW DO YOU START THINKING ABOUT AI NOT JUST AS A TOOL, BUT ALSO POTENTIALLY AS CAPACITY.

IN THE ORGANIZATIONAL CHART TO ALLOW STAFF TO DO THE TYPE OF ANALYSES THAT THEY WANT AND ALSO TO PARTNER WITH SOME OF THE AI AGENTS THAT CAN BE CREATED TO DO THIS WORK.

WE NEED DATA-DRIVEN DECISION-MAKING AND IT WILL DRIVE GOODWILL WHEN IT LEADS TO ADAPTATIONS AND PIVOTS AND I HEARD IT ALREADY HAPPENING TONIGHT AND IT IS REALLY GREAT AND USUALLY THE ISSUE IS AROUND SCALABILITY AND ATTAINABILITY OF THIS WORK.

YOU CAN HAVE REALLY GREAT EXAMPLES WITHIN THE ORGANIZATION AND THE QUESTION IS HOW DO YOU RAPIDLY TURN THAT INTO LEARNING AND DEVELOPMENT SO THAT EVERYONE WITHIN THE ORGANIZATION UNDERSTANDS AND CAN UTILIZE THOSE BEST PRACTICES IN THEIR OWN PARTICULAR DEPARTMENTS AND PROGRAMS.

INTERNAL COMMUNICATIONS.

SO, THERE WAS FEEDBACK THAT SOMETIMES THERE CAN BE A LACK OF RELEVANT INFORMATION AND COMMUNICATIONS WITHIN VILLAGE HALL THAT CAN DRIVE ACTUAL OR PERCEIVED DISPARITIES IN EMPLOYEE DISCIPLINE, SALARY, WORKLOAD AND RESPONSIBILITIES LEADING TO REDUCED EMPLOYEE ENGAGEMENT, PERFORMANCE AND PROTECTION.

THERE IS ALSO A PRETTY STRONG THROUGH LINE THAT A LACK OF COMMUNICATION WITH THE VOLUNTEER COMMISSIONS AND IMPACT THEIR UNDERSTANDING OF ROLES AND RESPONSIBILITIES, RESOURCES AND SERVICES.

AS WE CAN SEE THE INTERNAL COMMUNICATIONS AGAIN DRIVE AND EXTERNAL COMMUNICATIONS, IF YOU HAVE STAFF THAT EITHER ACTUALLY VIEW IT OR PERCEIVED DISPARITIES, THEN IT IS REALLY HARD TO RETAIN GREAT STAFF WHO ARE ENGAGING AND IDENTIFYING THE NEED FOR MORE COMMUNICATION WITH YOUR VOLUNTEER COMMISSIONS.

SO, BUILDING THAT TEAM AND ADDRESSING SOME OF THE ISSUES THAT LEAD TO EMPLOYEE ENGAGEMENT AND RETENTION, THAT IS A HUGE STEP TOWARDS ACHIEVING THOSE EXTERNAL GOALS THAT I'VE HEARD TONIGHT I REALLY NEEDED, THEY ARE URGENTLY NEEDED.

SO, THERE HAS BEEN A LOT OF PROGRESS BY YOUR LEADERSHIP WITHIN THE VILLAGE ADMINISTRATORS OFFICE TO START TO ADDRESS INSTITUTIONALIZED ROLES AND THAT MEANS THAT THERE ARE JUST SOME THINGS THAT ARE STANDARD OPERATING PROCEDURES THAT NO ONE IS BEHIND A CURTAIN PULLING THE LEVERS, THESE ARE JUST THINGS THAT EITHER GOT WRITTEN 20 YEARS AGO AND IT IS A ZOMBIE SOP AND NOBODY KNOWS WHY IT IS THERE, BUT HE KEEPS ON CREATING BARRIERS THAT MARGINALIZE AND EXCLUDE STAFF - YOU NEED TO THEN INTENTIONALLY THINK ABOUT HOW YOUR MOVE THROUGH STANDARD OPERATING PROCEDURES AND THEN IMPLEMENT INCLUSIVE POLICIES AND PROCEDURES. TO BE ABLE TO EMPOWER EMPLOYEES AND VOLUNTEER COMMISSIONERS TO BUILD THOSE STRUCTURES.

SO, THERE IS THE KIND OF TOPLINE THINGS THAT YOU WERE TALKING ABOUT TONIGHT AND THEN IMAGINE IT AS A ICEBERG.

THERE IS A 10% AND YOU WANT THE OTHER 90% TO BE AS INCLUSIVE AND THOUGHTFUL AND INVIGORATING AND EMPOWERING TO THE PEOPLE THAT WORK INSIDE THAT VILLAGE HALL EVERY DAY AND WHO WANT TO DO THE RIGHT THING. WE DID A SURVEY, A LOT OF THE RESEARCH FOR THE EXTERNAL WAS BASED ON THIS AND I JUST WANTED TO FLASH THIS UPPER LIQUID, WHAT WAS THE DISTRIBUTION OF SURVEY RESPONSES BY RACE?

REALLY QUICK I JUST WANT TO CLOSE OFF THE TOP LINES WITH EXTERNAL COMMUNICATIONS AND A COUPLE OF TOPLINE FINDINGS AND BUILD ON EXISTING COMMUNICATIONS AND OUTREACH TO INCREASE PARTICIPATION AND MAKE ADDITIONAL EFFORTS TO REACH OAK PARK RESIDENTS WHO ARE NOT HEARD OR TRADITIONALLY REPRESENTED AT VILLAGE HALL AND COLLABORATION AND KNOWLEDGE SHARING AND CONTINUING TO WORK WITH YOUR NONPROFIT AND GOVERNMENTAL PARTNERS TO ADVANCE RACIAL EQUITY AND AGAIN, THIS IS A VERY INTERNAL THING THAT NEEDS TO BE STRONG.

SO THAT YOUR EXTERNAL PARTNERS SEE THE KIND OF INCLUSION AND UPSCALING AND PRACTICES THAT ARE HAPPENING INSIDE SO WE CAN COMMUNICATE AND DATA SHARE TO COLLABORATE AND THINK ABOUT WHAT A CUSTOMIZED GPT CAN LOOK LIKE FOR THOSE WHO ARE FREE TO GIVE THEIR NAMES BUT NEED SOME ANSWERS ABOUT TRANSGENDER RIGHTS IN OAK PARK.

AND IT IS THIS COLLABORATION AND KNOWLEDGE SHARING THAT WILL LIFT ALL BOATS AND SOUNDS LIKE A PLATITUDE, BUT REALLY THERE IS A LOT THAT HAS BEEN DONE AND CONTINUE TO BE DONE TO UPSCALE THE CAPACITY OF ALL VILLAGE STAFF TO BE ABLE TO DO THIS.

SO, WHAT DOES THAT MEAN?

IT MEANS THAT OPERATIONALIZING CHANGE IS HARD, IT DOES NOT HAPPEN OVERNIGHT.

I BELIEVE THAT THE VILLAGE OF OAK PARK HAS BEEN AROUND FOR A LONG TIME AND SO YOU CANNOT EXPECT THE STUFF TO HAPPEN OVERNIGHT.

SHORT-TERM, WHAT I HAVE BEEN UNDERSTANDING IS THAT THERE IS ALREADY MOMENTUM TO INCREASE AWARENESS AMONG STAFF AND TO INCREASE EQUITABLE ACCESS TO PROGRAMS AND SERVICES AND REPORT OUT TO STAKEHOLDERS AND BACK TO COMMUNITY AND OTHER PARTNERS ON EQUITY PROGRESS, MEDIUM-TERM, PROMOTE THE AWARENESS OF RACISM AND DISPARITIES AND ESTABLISH MECHANISMS TO CELEBRATE RACIAL EQUITY WORK BECAUSE A LOT OF THE WORK BEHIND THE SCENES CAN BE A LITTLE BORING.

AND THEN INTERPRET AND ANALYZE EQUITY DATA IN THE VILLAGE IN A WAY THAT IS EASILY ACCESSIBLE AND DIGESTIBLE.

AND OF COURSE LONG-TERM JUST THINK OF THIS AS THE VISION.

INCREASE OAK PARK OR SENSE OF INCLUSION AND BELONGING.

CONTINUOUS IMPROVEMENT, THIS DATA WAS COLLECTED IN 2023, THE VILLAGE HAS CONTINUED TO DEVELOP AND REFINE POLICIES AT THE VILLAGE WILL CONTINUE

REGULAR EVALUATION AND I WILL LEAVE THAT TO KIRA TO DESCRIBE SOME OF THE THINGS THEY HAVE BEEN DOING.

AGAIN, THERE IS A LOT YOU KNOW GREAT CITIES INST., ONE OF THE THINGS I LOVE ABOUT IT IS THERE IS A LOT OF WAYS THAT ENGAGEMENT HAPPENS AND THAT ENGAGEMENT GETS TURNED INTO BOTH QUALITATIVE AND QUANTITATIVE DATA AND ONE OF THEM WAS A PUBLIC SURVEY WHICH WAS AMAZING AND IT WAS GREAT AND THE SURVEY AND BY THE WAY, I WAS NOT ABLE BECAUSE IT WAS LAST MINUTE, THE LEFT-HAND SIDE THE Y AXIS IS JUST OUT OF ORDER.

IT SHOULD HAVE BEEN SORTED IN ORDER, MY APOLOGIES.

BUT, BASICALLY SURVEY RESPONSES BY AGE AND INCOME SO YOU CAN TAKE A LOOK AT THAT AND I'LL GET THAT FIXED BY OUR DESIGN LAYOUT PERSON HOSTED THIS MEETING.

THIS IS JUST A QUICK MAP OF WHERE THE RESPONDENT'S LIVES, WHICH WARDS AND YOU WILL FIND A RESPONSE OF I FEEL A SENSE OF BELONGING IN OAK PARK ALL THE WAY TO THE LEFT IS CLEARLY LIKE STRONGEST FEELING OF BELONGING AND ALL THE WAY TO THE RIGHT IS NOT AT ALL.

AND THE NUMBER OF OAK DESCRIPTIONS AND THERE WAS JUST A WORD CLOUD TYPE THING AND OF COURSE YOU KNOW THERE IS A LOT OF GREAT THINGS IN HERE, COLLABORATIVE, INCLUSIVE AND ALL OF THAT, BUT YOU KNOW WELCOMING AND ALSO DIVIDED BY CLASS, PHYSICALLY ACCESSIBLE - SORRY, NOT THAT ONE, INDIVIDUAL ORIENTED, PHYSICALLY INACCESSIBLE, LIKE LOTS OF DATA THAT YOU CAN TAKE A LOOK AT.

I WILL STOP HERE SO I CAN STOP SHARING IF THERE ARE ANY QUESTIONS, PLEASE LET ME KNOW.

>>PRESIDENT SCAMAN: OKAY, I OPEN IT UP TO THE BOARD.

I THINK THERE IS JUST ONE POINT OF CLARIFICATION, WHEN WAS THE RACIAL EQUITY ASSESSMENT REPORT ADDED TO THE AGENDA, DO WE KNOW?

>>KIRA TCHANG: THE REPORT WAS ADDED ON FRIDAY WHEN THE ITEM WAS PUBLISHED AND THERE WAS A MIXUP WITH THE GCI PRESENTATION, BUT THAT WAS CORRECTED ON MONDAY.

>>PRESIDENT SCAMAN: OKAY, THANK YOU.

ANYBODY WANT TO START US OFF OTHER THAN APPRECIATION?

I DON'T KNOW IF I SAW THAT HAND - OKAY, YOU'RE STARTING US OFF.

>>SPEAKER: I JUST HAD A GENERAL QUESTION, LIKE OAK PARK ASSESSING US AND COMING UP WITH IDEAS TO IMPROVE, IS THERE A COMMUNITY THAT YOU CAN POINT TO THAT WE SHOULD ASPIRE TO BE AND WHAT COMMUNITY IN THE UNITED STATES AND I WOULD LIKE TO READ UP ABOUT IT AND UNDERSTAND WHAT THEY ARE DOING AND WHERE WE ARE AND WHERE WE NEED TO BE TO GET THERE. SO, THESE ARE ALL GREAT IDEAS AND GOALS AND I JUST WANT TO HAVE AN UNDERSTANDING OF WHAT WOULD BE A GOOD ENDPOINT AND WHAT WAS OUR GUIDING STAR SO TO SPEAK.

IF IT IS POSSIBLE, I DON'T KNOW IF IT IS POSSIBLE TO ANSWER THAT.

>>SERGEANT VERGE: ONE SHORT ANSWER, HE IS SITTING AT YOUR TABLE.

I THINK THAT YOU SHOULD JUST GO GRAB A COFFEE WITH HER VILLAGE ADMINISTRATOR AND HAVE A CONVERSATION WITH HIM WITH THE WORK YOU DID, LONG BEACH, IS THAT RIGHT, AM I GETTING THAT RIGHT?

>>MANAGER JACKSON: YES.

OKAY, CALIFORNIA IS A BIG COUNTRY AND SO I WAS LIKE - AND SO NUMBER ONE.

>>KATHLEEN YANG-CLAYTON: NUMBER ONE WOULD BE JUST TO TALK WITH KEVIN, BUT WHERE YOU SHOULD GO IF YOU WANT TO TALK WITH A WHOLE BUNCH OF STUFF IS THE GOVERNMENT ALLIANCE FOR RACIAL EQUITY, THEY HAVE BEEN AROUND FOR PROBABLY OVER 20 YEARS NOW AND THEY DO A REALLY GOOD JOB COLLECTING CASE STUDIES AND BEST PRACTICES AROUND THE WORK THAT HAS BEEN DONE INSIDE ORGANIZATIONS AND THAT IS WHERE MY WORK IS ROOTED AND THERE IS DIFFERENT APPROACHES, THEY KIND OF CAME OUT OF CALIFORNIA AND THERE IS PARTICULAR THINGS IN EACH STATE THAT NEED TO BE ADAPTED.

OUR WORK HERE IS VERY FIRMLY ROOTED IN THE MIDWEST AND THERE ARE DIFFERENT SENSIBILITIES AND SO AS YOU EXPLORE AND LOOK AT SOME OF THOSE SORT OF NORTH STARS OR GUIDING PRINCIPLES I JUST WANT YOU TO KNOW THAT I REALLY DO THINK OAK PARK HAS A LOT OF EXCELLENT PRACTICES THAT CAN ALSO BE BENCHMARKED THAT CAN BE SHARED AND THE TRIP TO ALL OF THIS IS THE OPERATIONALIZING PART WHICH IS JUST THE LONG POLICY TYPE WORD THAT MEANS TURNING ABSTRACT THINGS INTO CONCRETE PRACTICES.

SO THAT WAY WHEN ALL OF US ARE GONE, IT IS BAKED INTO THE DNA OF THE ORGANIZATION SO WE DON'T HAVE TO KEEP ON ARGUING OR DEBATING OR THINKING ABOUT THIS OR WONDERING WHO IS GOING TO COME NEXT THAT MAY PASS LAWS THAT MAKE US LESS FREE.

IT IS JUST ONE OF THOSE THINGS THAT I WILL STOP THERE BECAUSE I COULD GO ON.

I HOPE THAT HELPS.

SO, HERE IS THE NAME OF THE ORGANIZATION AND YOU CAN LOOK THEM UP.

>>PRESIDENT SCAMAN: I DO THINK THAT WAS A EXCELLENT ANSWER.

THE OPERATIONALIZING AND YOU KNOW WHEN WE HOST THESE CONVERSATIONS AND THEN PUSH OURSELVES TO MAKE SURE THAT WE ARE SYSTEMICALLY INGRAINED INTO HOW WE ENGAGE ALL RESIDENTS AND SERVE ALL RESIDENTS IN OUR VILLAGE.

AND I THINK THAT WE ARE ALSO POINTING OUT THAT IT IS NEVER ENDING WORK. IT IS WHY IT NEEDS TO BE OPERATIONALIZED BECAUSE YOU CAN NEVER REALLY REST.

>>SPEAKER: ONE OF THE CHALLENGES YOU IDENTIFIED WAS AROUND COMMUNITY ENGAGEMENT.

AND IN PARTICULAR YOU KNOW THERE WERE PARTICULAR DIFFICULTIES WITH THIS RACIAL EQUITY ASSESSMENT RELATED TO PEOPLE OF COLOR FEELING LIKE THEIR OPINION IS REQUESTED AND LITTLE COMES OF IT, BUT YOU ALSO IDENTIFY AN ISSUE OF TOO MUCH COMMUNITY ENGAGEMENT WHERE WE ARE ASKING FOR FOLKS ENGAGEMENT ON SO MANY THINGS THAT AT SOME POINT THEY STOP BEING RESPONSIVE AND SO I WAS WONDERING WHETHER YOU COULD SORT OF DIG IN A

LITTLE BIT MORE ON YOUR RECOMMENDATIONS AROUND WHAT EFFECTIVE COMMUNITY ENGAGEMENT LOOKS LIKE, PARTICULARLY AS IT PERTAINS TO YOU KNOW PERFORMING RACIAL EQUITY ANALYSES OF POLICIES THAT WE ARE CONSIDERING.

>>KATHLEEN YANG-CLAYTON: YOU ARE ASKING GREAT QUESTIONS AND I COULD GO ON AND ON AND I GIVE YOU THE TOP LINE AND I WELCOME YOU TO - IF YOU WANT MORE, I AM HAPPY TO SAY MORE.

BUT, LET ME JUST GIVE YOU AGAIN, I AM SPEAKING ON BEHALF OF THE TEAM THAT DID THE EXTERNAL ASSESSMENT.

WE CONVERSED A LOT AND DISCUSSED A LOT AND I WILL GIVE YOU MY PARTICULAR APPROACH OR ANSWER TO THIS QUESTION.

SO, COMMUNITY ENGAGEMENT IS BAKED INTO LOCAL GOVERNMENT.

I MEAN WHAT YOU'RE DOING NOW AND YOUR VOLUNTEER, BOARDS, COMMITTEES, ALL OF THAT IS DESIGNED FOR ENGAGEMENT.

THOSE WHO HAVE A LOT OF CHALLENGES WITH CHILDCARE AND MULTIPLE JOBS, LACK OF TRANSPORTATION AND LACK OF SECURITY HAVE A HARD TIME PARTICIPATING.

I THINK THAT FROM MY PERSPECTIVE THAT WE KNOW ENOUGH AND AGAIN, LIKE WE SAID I DON'T THINK WE DISCOVERED ANYTHING SUPER KNEW ABOUT HOW RESIDENTS ARE FEELING ACROSS CLASS AND ACROSS RACE.

WHERE THE EFFORT REALLY IS NEEDED JUST GIVEN WHERE WE ARE AT AS A COUNTRY, IN THE PAST, LOCAL GOVERNMENT HAD SOME OF THE HIGHEST LEVELS OF TRUST LIKE IT WAS IN THE 80S AND 90S.

LIKE FEDERAL GOVERNMENT, IF IN STORY.

BUT, WHAT WE HAVE SEEN IS EVERYTHING HAS GOT DRAG YOU DOWN, EVEN LOCAL GOVERNMENT IS THAT SOME OF ITS LOWEST TRUST LEVELS JUST IN TERMS OF VIEW AND RESPONDENTS AND EVERYTHING.

AND SOME OF THAT IS DRIVEN BY POLITICS, SURE.

BUT, I THINK THAT MORE THAN HALF ALSO GETS DRIVEN BY THE IMMEDIATE COMMUNITY AND WHAT IT SEES AS A LACK OF RESPONSIVENESS IN THE SERVICES AND PROGRAMS AND HOW YOU ARE GUIDING IN YOUR PROCUREMENT OR YOUR BUDGETING AND THEY DON'T KNOW ANY OF THAT AND THAT IS LIKE ALL INTERNAL STUFF AND WE SHOULD NOT NEED RESIDENTS TO KNOW ALL OF THE INS AND OUTS OF PUBLIC ADMINISTRATION AND ALL WE KNOW IS THAT THEY GIVE FEEDBACK AND NO SAFE PASSAGE OR THERE IS STILL POTHOLES IN CERTAIN PARTS OF THE VILLAGE VS. OTHERS AND ALL OF THESE THINGS.

AND SO THAT IS WHAT WE ARE TRYING TO ADDRESS BY HAVING A FOCUS ON WHAT ARE SOME OF THE INTERNAL BARRIERS THAT STAFF FACES WHO ARE OUT THERE EVERY DAY, YOUR FRONTLINE STAFF, MIDDLE-MANAGEMENT, DIRECTORS, HOW CAN WE MAKE THIS WORK INTERNALLY BE MORE INCLUSIVE AND TRANSPARENT AND WELCOMING FOR THE STAFF, BECAUSE OUR THEORY OF CHANGE AND WHAT WE HAVE SEEN IS THAT WHEN YOU START DOING THAT INTERNALLY, IT JUST ENDS UP NOT LEAKING OUT, BUT IT ENDS UP RADIATING OUT IN WAYS THAT CAN TURN THE TIDE AROUND DECLINING TRUST IN LOCAL GOVERNMENT.

AND I WILL STOP THERE AND THERE IS A LOT OF DEATH IN THEIR AND I HOPE - DID THAT ANSWER YOUR QUESTION MAY BE A LITTLE BIT?

>>TRUSTEE STRAW: A LITTLE BIT.

I THINK ONE OF THE ITEMS THAT I SAW IN YOUR SORT OF DISCUSSION OF THE CHALLENGES AND I KNOW IT HAS BEEN A CHALLENGE THAT WE HAVE DISCUSSED SOME AT THE BOARD TABLE IS PARTICULARLY IT IS HARDEST TO GET - IT IS HARDEST TO GET RESPONSES AND FEEDBACK FROM FOLKS WHO MAY HAVE LOWER INCOME LEVELS AND MAY HAVE TO WORK MULTIPLE JOBS AND THEY LACK THE CHILDCARE SUPPORT TO COME AND GIVE FEEDBACK IN PUBLIC MEETINGS AND SO LIKE HOW TO BE PROACTIVE ABOUT GETTING FEEDBACK FROM THOSE PARTS OF OUR COMMUNITY WHO ARE YOU KNOW EQUALLY VALUED MEMBERS OF OUR COMMUNITY AND WHOSE FEEDBACK IS VITALLY IMPORTANT AS WE CONSIDER POLICY AND I THINK IN THE CHALLENGES SECTION YOU NOTE EVEN WITH FOLLOW-UP, THE RESPONSE RATES REMAINED RELATIVELY LOW AND SO I MEAN I DON'T KNOW WHETHER YOU HAVE A SILVER BULLET TO OFFER THEIR, BUT IT IS SOMETHING THAT I KNOW WE HAVE STRUGGLED WITH AS WE TRIED TO BE MORE PROACTIVE WITH ENGAGING OAK PARK AND OTHER COMMUNITY ENGAGEMENT TOOLS, BUT THERE ARE OTHER PARTS OF OUR COMMUNITY THAT WE STILL MISS THAT ENGAGEMENT FROM AND YOU KNOW I WAS HOPING THAT YOU HAD A SOLUTION FOR US, BUT I UNDERSTAND THAT IT IS A HARD PROBLEM.

>>KATHLEEN YANG-CLAYTON: IT IS A HARD PROBLEM AND THERE IS NO SILVER BULLET AND I DON'T KNOW IF THIS HELPS OR JUST MAKES YOU MORE DEPRESSED, BUT OAK PARK IS NOT UNIQUE IN THIS ONE. LIKE YOU CAN LOOK RIGHT ACROSS THE BORDER AND WE HAVE GOT PROBLEMS HERE.

IT IS A CONSISTENT ISSUE.

WHAT I WOULD SAY IS AGAIN, THIS IS MY PARTICULAR THEORY OF CHANGE AND WHY I DO THIS WORK, THE PUBLIC NEEDS TO UNDERSTAND THAT YOU KNOW TAKING TIME TO SUPPORT THE DEVELOPMENT AND LEADERSHIP IN THE PROCESS CHANGE INSIDE OF LOCAL GOVERNMENT THAT HAVE BEEN AROUND FOR A REALLY LONG TIME, THEY ARE JUST THINGS INSIDE THAT NO ONE HAS THOUGHT ABOUT AND LIKE IF YOU ARE ABLE TO SET AS A DEFAULT, IF YOU ARE GOING TO HAVE A COMMUNITY MEETING, DO WE HAVE A CHECKLIST FOR PROVIDING CHILDCARE OR TRANSPORTATION OR WHATEVER IT IS?

YOU MAY ACTUALLY HAVE THAT, BUT THE PERSON WHO WORKED ON THAT LEFT OR IT IS IN ONE DEPARTMENT THAT DOES IT REALLY WELL, BUT YOU ALSO HAVE MULTIPLE DEPARTMENTS THAT ENGAGE WITH COMMUNITY.

AND SO TAKING THE TIME IN GIVING STAFF THE SUPPORT AND EVERYTHING THAT THEY NEED IN ORDER TO START TO THINK ABOUT HOW YOU BUILD IT INTO THE DNA, THAT IS NOT A YEAR-LONG PROCESS.

IT IS A ORGANIZATIONAL CHANGE CHALLENGE THAT USUALLY TAKES THREE YEARS FOR ONE CYCLE, BUT MULTIPLE CYCLES OF CONTINUOUS IMPROVEMENT IN ORDER TO ACHIEVE THAT GOAL AND SO THERE IS NO SILVER BULLET, IT IS MORE LIKE YOU KNOW IT IS JUST NOT -

>>TRUSTEE STRAW: AND ONE OTHER QUESTION IS WHEN TALKING ABOUT THE SORT OF INTERNAL ASSESSMENT, WE HAVE A BULLET TALKING ABOUT RACIAL EQUITY ASSESSMENTS AS WE ARE ADOPTING NEW PROGRAMS AND I KNOW THAT WE HAVE THAT ON OUR BOARD AGENDA AS WE ARE CONSIDERING NEW POLICIES AND I WAS WONDERING IF YOU COULD TALK A LITTLE BIT ABOUT WHAT BEST PRACTICES ARE THERE WHETHER - LIKE WHAT KIND OF SORT OF INDEPENDENT IN THAT RACIAL IMPACT ASSESSMENT MAKES SENSE, BECAUSE I THINK THAT ONE OF THE DIFFICULTIES IN THESE RACIAL EQUITY IMPACT ASSESSMENTS IS YOU KNOW IT IS DESIGNED TO SORT OF BE A STRESS TEST OF WHATEVER THE PROPOSED POLICY IS AND SO IT SEEMS LIKE IT WOULD BE HELPFUL IF IT IS SORT OF - IF THERE IS SOME INDEPENDENCE IN THE ANALYSIS. AND SO WHAT ARE BEST PRACTICES FOR CONDUCTING THAT KIND OF ASSESSMENT?

>>KATHLEEN YANG-CLAYTON: SURE. AGAIN, I TEACH A CLASS ON THIS AND SO I'M REALLY TRYING TO GIVE YOU TOP LINES. SO, A REIA, IF YOU GO TO GARE, YOU CAN DOWNLOAD A SEVEN STEP, SOMETIMES IT IS SEVEN AND SOMETIMES IT IS FIVE, IT IS A PRETTY CLEAR STEP-BY-STEP GUIDE FOR STAFF AND LEADERS INSIDE OF LOCAL GOVERNMENT TO BUILD IN A COMPONENT SIMILAR TO AN ENVIRONMENTAL IMPACT ASSESSMENT LIKE HAVE WE COVERED ALL OF THE BASES? LIKE THESE POLICY OPTIONS THAT WE HAVE ON THE TABLE, WHAT ARE THE CONSEQUENCES? WHO ARE THE STAKEHOLDERS THAT WE HAVE ENGAGED, ALL OF THAT. AND SO IT IS PRETTY STANDARD NOW AND I THINK IT IS A VERY GOOD TOOL TO USE. I THINK THAT WHERE MY FOCUS IS LESS ON THE PROCESS OF ASSESSMENT AND MORE ON THE IMPLEMENTATION OF WHAT THE ASSESSMENT IS SAYING. AND I DON'T KNOW IF THAT IS CLEAR, THERE IS POLICY AND THEN THERE IS ADMINISTRATION. AND BOTH ARE REALLY IMPORTANT, BUT SOMETIMES PEOPLE TEND TO CONFLATE HAVING A POLICY WITH IT ACTUALLY BEING IMPLEMENTED AND THAT IS NOT TRUE. AND SO THE REIA IS A GOOD STEPPINGSTONE AND IT IS ESSENTIAL. IT IS NECESSARY, BUT NOT SUFFICIENT. BUT, IT IS A BEST PRACTICE AND SO I WOULD SAY USE SOME VERSION OF THAT AND IT CAN GET PRETTY COMPLICATED ANSWER USED THE VERSION THAT MAKES SENSE TO YOU ALL, BUT IN THE END, THAT BEST PRACTICE SHOULD NOT BE ROLLED UP INTO AND NOW WE HAVE IT AND IT IS WORKING. DOES THAT MAKE SENSE?

>>TRUSTEE STRAW: I THINK SO, BUT I GUESS CAN YOU TALK A LITTLE BIT ABOUT WHAT THAT ADMINISTRATION - LIKE ONCE YOU ARE DOING REIA, HOW DO YOU TEST WHETHER IT IS WORKING OR NOT?

>>KATHLEEN YANG-CLAYTON: OKAY, LET ME TAKE THE EXAMPLE OF LANGUAGE ACCESS AND IN FACT I THINK I SAW THE EARLIER PILOT VERSION OF THIS IN ONE OF THE COURSES THAT WE WERE TEACHING.

SO, LANGUAGE ACCESS IS IMPORTANT AND YOU CAN HIRE SOME VENDOR PROVIDER AND THEY CAN COME IN AND THEY WILL TRAIN YOUR STAFF AND THERE IS A NUMBER AND YOU CAN DO ALL OF THAT, BUT THAT IS JUST ONE STEP OF WHAT THE INTENTION OF LANGUAGE ACCESS IS WHICH IS BELONGING, INCLUSION, YOU KNOW ARE THERE MORE PEOPLE WHO ARE NOT NATIVE ENGLISH SPEAKERS OR ENGLISH SPEAKERS WHO ARE CALLING A PARTICULAR HELPLINE OR SHOWING UP TO MEETINGS BECAUSE THEY KNOW THAT THERE ARE STAFF WHO HAVE CULTURAL COMPETENCIES WHO CAN WELCOME THEM IN OR WHO HAVE LANGUAGE ABILITY THAT CAN HELP THEM SORT OF GET COMFORTABLE IN A FOREIGN SITUATION FOR THEM.

ALL OF THAT IS GOOD.

BEHIND THE SCENES OF THAT IS MAKING SURE THAT THE STAFF WHO HAVE THOSE CULTURAL COMPETENCIES OR INTERPRETATION OR TRANSLATION ABILITIES ARE RECOGNIZED.

INTERNALLY.

WHETHER IT IS JUST THROUGH THEIR EVALUATIONS, PROMOTION OPPORTUNITIES, THE WAY JOB DESCRIPTIONS ARE UPDATED AND INCLUDE SOME OF THESE THINGS THAT YOU WILL VALUE WHICH IS CULTURAL COMPETENCY YOU COULD SAY FOR EXAMPLE, ALL OF THAT SORT OF LIKE NITTY-GRITTY WORK SOMETIMES IS NOT DONE.

OFTEN IS NOT DONE.

I WILL BE HONEST, THERE IS A LOT OF ORGANIZATIONS THAT ARE LIKE WE HAVE WHATEVER VENDOR, PEOPLE GOT TRAINED, WE ARE GOOD.

OH, WHAT I AM SAYING TO YOU IS HOW YOU TRACK THAT AND HOW YOU REALLY THINK ABOUT IT IN THE LONG TERM IS BY MAKING SURE THAT THE COMMUNITY INSIGHT OF THE VILLAGE OF OAK PARK AS WELL WHICH IS STAFF AND LEADERSHIP AND EMPLOYEES, VOLUNTEERS, YOU ALL - THAT YOU SEE THAT AS A VALUE AND PEOPLE ARE PROMOTED BASED ON THAT.

THEY ARE RECOGNIZED BASED ON THAT.

THAT IS WHAT I MEAN.

>>TRUSTEE STRAW: THANK YOU.

>>PRESIDENT SCAMAN: OKAY, WHO WOULD LIKE TO GO NEXT?

>>TRUSTEE LEVING-JACOBSEN: THANK YOU FOR THE TIME AND CARE THAT YOU HAVE TAKEN IN ASSESSING OUR COMMUNITY AND FOR ALL OF THE GOOD INSIGHTS. I HAVE WHAT I THINK ARE JUST TWO PRETTY CONCRETE QUESTIONS.

THE FIRST IS REGARDING WHAT HAS BEEN DESCRIBED AS MISSING INSIGHTS OR A SET OF INSIGHTS THAT ARE MISSING FROM THE DATA FROM AS KIRA DESCRIBED, THE DESTRUCTION OF THE EMERGENCY DECLARATION IN 2023 AND THE IMPACT TO YOUR FINDINGS AND WHAT THE IMPACT IS IN YOUR VIEW AND THEN MAYBE HOW TO UNDERSTAND THAT AS WE LOOK AT THE DOCUMENT AND THE ASSESSMENT AS A WHOLE.

AND THEN IF YOU HAVE A SENSE OF SOME OF THE RECOMMENDATIONS IN THE REPORT THAT ARE FAIRLY CONCRETE AND I'M CURIOUS, THINGS LIKE THE DATA SHARING UPGRADES AND CULTURAL COMPETENCY TRAININGS, EDUCATION FOR

THE PUBLIC, WHAT ARE THE BUDGET IMPLICATIONS FOR THOSE RECOMMENDATIONS AND HOW CAN WE - MAY BE THINGS THAT WE ARE ALREADY DOING OR NEED TO BE DOING FROM SCRATCH AND WHAT THAT MAY COST?

>>KATHLEEN YANG-CLAYTON: OKAY, IN TERMS OF MISSING DATA I THINK THAT IS REALLY BASED ON THE WORK THAT THE EXTERNAL TEAM DID.

SO, I CANNOT REALLY ANSWER THAT.

I CAN GET BACK TO YOU ON THAT.

BUT, I CANNOT NECESSARILY - LIKE I NEED A LITTLE BIT MORE TIME TO NOODLE ON THAT AND GO AND TALK WITH THEA AND KATHERINE.

SO, I WOULD BE HAPPY TO CIRCLE BACK WITH YOU ON THAT ONE.

IN TERMS OF THE BUDGET IMPLICATIONS, WOW.

THAT IS A BIG QUESTION.

SO, IF YOU IMAGINE THERE'S TWO WAYS TO THINK ABOUT THIS WORK AND SOME OF THESE RECOMMENDATIONS, RIGHT?

SOME OF THIS IS ABOUT BUILDING A BUSINESS CASE LIKE WHAT ARE THE COST IMPLICATIONS AND ALL OF THAT AND THAT IS IMPORTANT, BECAUSE WE DO NOT LIVE IN UNLIMITED RESOURCES.

THERE IS ALSO THE GOVERNANCE CASE WHICH WE ALSO TALK ABOUT AND ONE OF THE REASONS WHY OUR CENTER IS CALLED THE CENTER FOR EQUITY EFFECTIVENESS AND EFFICIENCY IS BECAUSE EVERYONE TENDS TO THINK ABOUT EFFECTIVENESS AND EFFICIENCY AND WHAT WE PROMOTE IS THAT IS GREAT, YOU HAVE TO LIVE IN THE WORLD AS IT IS, BUT THE VALUE SYSTEM UPON WHICH YOU DEFINE WHAT IS SUFFICIENT OR WHAT IS EFFECTIVE SHOULD BE BASED ON EQUITY. THE LEVEL OF INCLUSION, THE LEVEL OF BELONGING AND IF WE HAVE TO GET A FEW MORE BOXES I AM SURE EVERYBODY HAS SEEN THE BOX PICTURE.

THAT COMES WITH COST.

BUT, BUILDING THE CASE, THE BUSINESS CASE SHOULD ALSO BE CONNECTED WITH THE GOVERNANCE CASE.

AND SO I CANNOT GIVE YOU SPECIFICS, BUT I COULD GIVE YOU EXAMPLES WHERE THERE IS WAYS THAT SPENDING MORE ON INTERNAL LEARNING AND DEVELOPMENT AND SLOWLY SHIFTING TOWARDS A CULTURE OF LEARNING AND TESTING WHICH IS VERY, VERY HARD FOR PUBLIC ORGANIZATIONS, BECAUSE EVERYONE LIKES TO SUE US.

LIKE YOU DON'T WANT TO SAY THAT, BUT THEY ALSO WANT LOCAL GOVERNMENT TO BE RESPONSIVE AND INNOVATIVE AND CREATIVE.

SO, WE ARE REALLY CREATING A SPACE WHERE WE CAN DO SOME OF THAT TESTING AND SOME OF THAT LEARNING TOGETHER.

THAT COMES AT A COST.

BUT, IF YOU THINK ABOUT IT WHEN YOU DON'T MOVE INTO THE 21ST CENTURY AND THINK ABOUT HOW YOU CREATE THOSE CULTURES OF LEARNING AND INCLUSION AND SAFETY INSIDE OF ORGANIZATIONS, THEN YOU GET A LOT OF PEOPLE WHO ARE MAD AT YOU WHO LEAVE YOUR ORGANIZATION AND WHO WILL SUE YOU OR DO OTHER THINGS AND YOU KNOW THERE ARE COSTS THERE AND WHAT WE SEE AT LEAST IN THE SORT OF HARVARD BUSINESS REVIEW, MCKENZIE -TYPE STUDIES

ACROSS MANY SECTORS IS THAT WHEN YOU HAVE A VERY STRONG INVESTMENT IN THE PEOPLE ON THE INSIDE OF YOUR ORGANIZATION, YOU ARE ABSOLUTELY DRIVING DOWN THE COST OF NOT DOING THAT AND THE CONSEQUENCES, BUT ALSO IMPROVING PERFORMANCE AND IN OUR PARTICULAR CASE IN THE PUBLIC SECTOR, THAT MEANS INCLUSION OF PEOPLE FEELING LIKE THEY ARE BEING HEARD, BECAUSE THEY SEE THINGS THAT THEY DON'T HAVE TO ASK FOR THAT HELP THEM TO ACCESS SERVICES OR GO TO COMMUNITY MEETINGS THAT THEY WERE TOLD THEY SHOULD GO TO.

THESE ARE ALL THINGS THAT THERE IS NO RED RIBBON CUTTING, BUT IT REALLY ALLOWS FOR THOSE SORT OF HALLMARK EFFORTS OR INITIATIVES TO REALLY TAKE ROOT AND SHINE.

IT IS JUST THE EVERYDAY STUFF.

AND SO I CANNOT GIVE YOU A BREAKDOWN, BUT THERE IS A LOT, THERE IS A LOT HERE, BUT WHAT I CAN SAY IS THAT YES, THE STUDIES DO SHOW THAT MAKING THIS INVESTMENT INTERNALLY REALLY DOES HAVE BUDGETARY IMPROVEMENTS, BECAUSE YOU ARE SPENDING SOME MONEY, BUT THEN YOU REALLY HAVE TO LOOK AT WHO YOU ARE ENDING UP RETAINING, PROMOTING, HOW THAT CAUSES A POSITIVE CULTURE CHANGE, ALL OF THAT STUFF.

AND SO THERE IS A LOT OF ELEMENTS HERE.

>>TRUSTEE LEVING-JACOBSEN: JUST TO CLARIFY FOR MY COLLEAGUES BENEFIT, I'M NOT COMING FROM ANTAGONISM TO EQUITY, I THINK IT IS INCREDIBLY IMPORTANT AND NECESSARY, SOME OF THE THINGS MENTIONED IN THE REPORT I ALREADY KNOW SOME OF WHAT OUR INVESTMENT IS GOING TO BE AND THERE IS TALK ABOUT HOW RACIAL EQUITY IS WOVEN INTO THE CLIMATE ACTION PLAN AND A GOOD SECTION AROUND THE IMPORTANCE OF INCREASING AFFORDABLE HOUSING STOCK AND I ALREADY HAVE A SENSE OF WHAT WE ARE DOING OR PLAN TO DO AROUND EXPANDING AFFORDABLE HOUSING WITH THE GOAL OF INCREASING DIVERSITY AND INTEGRATION AND THIS IS PARTLY BECAUSE OF MY NOVICE POSITION HERE AS WELL AND WHAT I JUST DON'T KNOW BECAUSE OF LACK OF EXPERIENCE AND SOME OF THE RECOMMENDATIONS OF THINGS THAT WE NEED TO DO DIFFERENTLY AND SOME OF THEM SEEM LIKE MAYBE WE ARE NOT DOING THEM AT ALL AND WE NEED TO BUILD SOMETHING NEW AND THAT SORT OF AMOUNT OF THAT IS MY CURIOSITY AND IT IS OKAY IF THERE IS NOT LIKE A NUMBER ATTACHED AND THIS IS REALLY WHAT I WAS TRYING TO UNDERSTAND LIKE THIS IS NOT ONLY FINANCIAL INVESTMENT, IT IS TIME INVESTMENT AND THE TIME OF OUR AND RESOURCES OF OUR STAFF.

AND THAT IS WHERE I WAS COMING FROM TO UNDERSTAND THE IMPLICATION OF OUR INVESTMENTS AND WHAT THAT WOULD BE OF THOSE KINDS OF RECOMMENDATIONS.

>>KATHLEEN YANG-CLAYTON: I WOULD DEFER TO YOUR LEADERSHIP TEAM ON THIS ONE.

AGAIN, YOU HAVE SOMEBODY WHO HAS AN ENORMOUS AMOUNT OF EXPERIENCE THAT HE IS BRINGING WITH HIM FROM LONG BEACH THAT HE CAN TEST AND ADAPT AND CUSTOMIZE FOR THE CHALLENGES IN OAK PARK AND THIS IS A TWO-YEAR-OLD

STUDY AND I WOULD SAY THAT THERE HAS ALREADY BEEN INVESTMENTS AND THERE CONTINUES TO BE INVESTMENTS WHICH IS IMPORTANT AND AGAIN, THE PART THAT SOMETIMES THE PIECE THAT IS THE MAGIC HANDWAVING THAT SOMETIMES HAPPENS THAT REQUIRES INVESTMENT IN STAFF TIME AND YOU KNOW THE VILLAGE RESOURCES AND ALL OF THAT IS ON BUILDING A STRONG LEARNING AND DEVELOPMENT CULTURE THAT IS DRIVEN BY YOUR STRATEGY. NOT SEPARATE FROM IT.

AND ALL MUNICIPALITIES HAVE TRAINING FUNDS SET ASIDE.

BUT, OFTEN AT TRAINING IS FOR THINGS LIKE COMMERCIAL DRIVERS LICENSE OR HOW TO USE EXCEL, ADVANCED EXCEL, THAT IS GREAT.

HE WILL NEED THAT AND OFTEN THERE IS THE KIND OF MISSING COMMITMENT BECAUSE THIS HAS BEEN DECADES, RIGHT?

THIS IS NOT LIKE THIS JUST HAPPENED LAST YEAR OR TWO YEARS AGO.

THERE HAS BEEN DECADES OF THE HOLLOWING OUT OF GOVERNMENT, OUTSOURCING AND LIKE MOVING TOWARDS A CONSULTANT TYPE CULTURE AND AGAIN, SOME OF MY BEST FRIENDS ARE CONSULTANTS AND I'M NOT SAYING THEY'RE BAD, IT HAS JUST LED TO THIS IDEA THAT THE BRAINS ARE ALWAYS ON THE OUTSIDE.

AND THE PROBLEM-SOLVING IS ALWAYS ON THE OUTSIDE, LET'S BRING SOMEBODY IN WHO IS AN EXPERT AND THEY WILL FIGURE IT OUT, BUT THEN THERE IS VERY LITTLE PUBLIC WILL TO SUPPORT THE INTERNAL LEARNING AND STRENGTHENING AND ABILITY, NOT JUST THE CAPACITY, NOT JUST WARM BODIES, BUT THE CAPABILITY OF THE STAFF WHO ARE THERE TO BE ABLE TO IMPLEMENT AND IMPLEMENTATION IS ALSO GIVEN THIS BAD RAP LIKE IT IS LIKE OF COURSE, JUST GO IMPLEMENT IT.

THAT IS NOT TRUE.

THAT IS WHERE YOU LEARN THAT YOU HAVE TO PAY THE AND ADAPT RATHER QUICKLY TO HAVE AN IMPACT ON LOW INCOME COMMUNITIES AND ON PEOPLE WHO NEED MORE BOXES AND NEED THOSE THINGS.

AND WE ARE SEEING A SLOW SHIFT TO THAT TYPE OF INTERNAL CULTURE CHANGE, BUT IT IS SLOW, BECAUSE THAT IS NOT THE WAY GOVERNMENTS WERE DESIGNED IN THE FIRST PLACE.

SO, I HOPE AND I THINK YOU HAVE A LOT OF INVESTMENTS THAT YOU CAN CONTINUE TO BUILD ON AND SOME OF THE STRATEGIC LEARNING AND DEVELOPMENT AND TYING INTO WHAT YOU ARE ALL EMBARKING ON AND WHAT YOU ARE STARTING TO DO WILL BE A COST, BUT IT IS A NECESSARY COST IN ORDER TO HAVE THE TYPE OF ORGANIZATION, ABILITIES AND CAPABILITIES ON THE INSIDE TO ACHIEVE THAT VISION THAT YOU ARE CREATING.

>>TRUSTEE LEVING-JACOBSEN: THAT IS VERY HELPFUL, THANK YOU.

>>PRESIDENT SCAMAN: TRUSTEE WESLEY?

>>TRUSTEE WESLEY: THANK YOU FOR THIS AND I HAVE QUITE A FEW QUESTIONS ABOUT IT.

ONE OF THEM IS - SO, I NOTICED THAT THERE IS A - AND IN THE REPORT THERE IS A LOT OF FOCUS ON INTERNAL STAFF WHICH I THINK IS GREAT, HOWEVER

ACKNOWLEDGING OUR FORM OF GOVERNMENT, THE BOARD WITH POLICY AND DIRECTION IN TERMS OF STAFF AND I'M CURIOUS, AT THE - I'M CURIOUS AS TO WHAT I PERCEIVE AS A LACK OF POLICY DIRECTION THAT IS COMING FROM THIS REPORT FOR THE BOARD VS. MANAGER JACKSON WHICH I THINK IS GREAT INFORMATION FOR YOU, BUT I DON'T FIND A WHOLE LOT OF ACTIONABLE HERE FOR THE BOARD. SO, I'M CURIOUS ABOUT THAT.

>>KATHLEEN YANG-CLAYTON: OKAY, SO YOU SAID YOU HAD A COUPLE QUESTIONS - IS NOT THE MAIN ONE?

>>TRUSTEE WESLEY: WE WILL GO THROUGH THEM, BUT THIS IS JUST A START.

>>KATHLEEN YANG-CLAYTON: OKAY, GOT YOU, GOT YOU.
I HOPE THIS IS NOT A JUST SATISFACTORY ANSWER, BUT IT WAS A NEEDS ASSESSMENT.

AND OUR SCOPE OF WORK WAS NOT TO PRODUCE POLICY RECOMMENDATIONS, BROADLY SPEAKING, IT WAS TO ACTUALLY ASSESS WHAT IS GOING ON BOTH INTERNALLY AND EXTERNALLY IN THE VILLAGE OF OAK PARK AND SO THAT IS WHAT WE REMAIN FOCUSED ON.

AND SO THIS IS MORE OF A ROADMAP.

>>TRUSTEE WESLEY: THIS IS LIKE A STATE OF THE UNION SORT OF REPORT?

>>KATHLEEN YANG-CLAYTON: I RARELY LISTEN TO THEM, BUT IT IS KIND OF LIKE YOU KNOW I BELIEVE THE ORIGINAL INTENTION AND AGAIN THIS WAS TWO YEARS AGO AND I'M AGING, IT FEELS RAPIDLY - THE IDEA IS THAT IT WOULD SET THE BASELINE TO SEE WHAT IS GOING ON INTERNALLY AND WHAT IS GOING ON EXTERNALLY AND BELIEVE IT OR NOT, IT IS GREAT THAT YOU'RE INTERESTED IN THE INTERNAL STUFF, BUT THERE WAS A LOT OF EFFORT AND ENGAGEMENT SPENT ON THE EXTERNAL.

TO BE ABLE TO ASSESS THE POLICIES AND THE PROGRAMS THAT CURRENTLY EXISTED IN THE VILLAGE OF OAK PARK AT THAT POINT WHICH WAS 2022 AND 2023 TO PROVIDE THE LAUNCHING POINT FOR WHAT I HEARD WOULD BE A ROADMAP WHICH I THINK IS WHAT YOU ALL ARE - BECAUSE, THE BOARD HAS TO SET THE DIRECTION. A ROADMAP TO WHAT?

WHY?

WE ARE GIVING YOU A SENSE OF YOU ARE DRIVING A CHRYSLER PACIFICA, 2003, IT HAS A COUPLE OF THINGS THAT YOU MAY NEED TO FIX ON AND THIS AND THAT, THIS IS WHAT YOU HAVE.

NOW, WHERE DO YOU WANT TO GO?

AND IF YOU REALLY WANT TO GO ALL THE WAY THERE, THEN THERE ARE SOME THINGS THAT YOU KNOW YOU CAN BUILD OFF OF THAT YOU HAVE RESOURCES OR GOODWILL AND A TRACK RECORD ON AND SOME THINGS THAT YOU MAY NEED TO GET THE TUNEUP AND THE OIL CHANGE AND I DON'T KNOW, LIKE IT REALLY DEPENDS ON WHERE YOU WANT TO GO AND SO THIS IS NOT LIKE WHERE YOU GUYS CAN GO OR SHOULD GO, THIS IS WHERE YOU ARE AT AND THESE ARE THE RESOURCES THAT YOU HAVE.

>>TRUSTEE WESLEY: GOT IT, OKAY.

ALL RIGHT, THEN MY NEXT QUESTION WOULD BE FROM THE PERSPECTIVE OF THINGS THAT YOU HAVE FOR NEXT STEPS.

A LOT OF THIS SEEMS TO BE THINGS THAT WE PROBABLY DO HERE ALREADY AND WHAT I MEAN BY THAT IS THERE IS A LOT OF CONTINUING COMMUNITY CONVERSATIONS, ENGAGEMENT AND SOME OF THESE THINGS WE DO NOT DO WELL AND OBVIOUSLY WE WOULD WANT TO IMPROVE THEM, BUT I THINK WHEN IT COMES TO DISCUSSING RACIAL EQUITY AND DISCUSSING DIVERSITY, EQUITY AND INCLUSION AND DISCUSSING YOU KNOW WHERE THE VILLAGE IS AND IN DISCUSSING RACISM AND SO ON AND SO FORTH LIKE I THINK WE ARE PROBABLY LEADING THE COUNTRY IN DISCUSSING THESE THINGS.

I WOULD LIKE TO KNOW WHAT WE DO ABOUT THEM.

AND THAT IS THE PART FOR ME THAT IS MISSING AND MAYBE THAT WAS NOT PART OF THE REMIT AND SO MAYBE I'M LOOKING FOR SOMETHING IN THE REPORT THAT IS NOT SUPPOSED TO BE HERE.

BUT, YOU KNOW EVERY TUESDAY WE COME HERE WITH SOME ASPECT OF OUR AGENDA ITEM DEALS WITH SYSTEMIC OR INSTITUTIONALIZED RACISM, RIGHT? AND WE DISCUSSED IT AT THIS BOARD TABLE.

I - I THINK I WAS HOPING TO SEE SOMETHING THAT GAVE ME A BIT MORE DIRECTION ON WHERE AND I DON'T KNOW WHAT THE NEXT STEPS ARE OTHER THAN MORE DISCUSSION.

SO, MY NEXT QUESTION IS - AT THE TIME OF THIS AND WHEN WE DID THE DATA COLLECTION AND THE ASSESSMENT, WE HAD THE MAJORITY MINORITY BOARD, DID YOU INTERVIEW ANYBODY ON THE BOARD OTHER THAN MAYOR SCAMAN?

>>KATHLEEN YANG-CLAYTON: THE SCOPE OF WORK WAS TO FOCUS ON COMMUNITY WHICH YOU KNOW AGAIN -

>>TRUSTEE WESLEY: WE ARE MEMBERS OF THE COMMUNITY.

>>KATHLEEN YANG-CLAYTON: YES, YOU ARE, THAT ARE NOT GIVEN A PLATFORM ARE THAT MAY FEEL COMFORTABLE GIVING THEIR OPINION AND SO WE FOCUSED MOSTLY ON TRYING TO CREATE THE SURVEY AND THE ENGAGEMENT AND THE SPACES AND ALL OF THAT WHICH TAKES A LOT OF EFFORT.

AS YOU KNOW.

AND SO IN TERMS OF YOU ALL AS MEMBERS OF THE COMMUNITY, I THINK THAT IS A GREAT NEXT STEP, BUT JUST YOU KNOW RESPECTFULLY, THAT IS WHAT YOU GUYS ARE DOING RIGHT NOW, RIGHT?

YOU HAVE THE POLE AND YOU HAVE THE VOICE THAT WILL BE INVOLVED IN THIS ROADMAP CONSTRUCTION WHICH IS GREAT.

>>TRUSTEE WESLEY: SURE -

>>KATHLEEN YANG-CLAYTON: AND OUR UNDERSTANDING WAS TRYING TO CAPTURE THE VOICES THAT ARE USUALLY NOT RECORDED OR HEARD AS FREQUENTLY OR OFTEN.

>>TRUSTEE WESLEY: I DO NOT DISAGREE WITH THAT, AT ALL.

HOWEVER, THERE IS A LOT OF INSIGHT ON HOW TO GO FROM VOICELESS TO HAVING A VOICE THAT THIS BOARD COULD HAVE PROVIDED THAT WAS LARGELY ABSENT FROM THE REPORT, BECAUSE WE WERE NOT SPOKEN TO.

WE DID NOT ALWAYS HAVE A VOICE.

WE EARNED IT, RIGHT?

WE ARE NOW SITTING AT THIS TABLE AND HAVE A VOICE, BUT WHO IS NEXT?

AND HOW DO WE COMMUNICATE HOW WE GOT HERE SO THAT THE OTHER FOLKS WHO LOOK LIKE US AND FOLLOW IN OUR FOOTSTEPS?

THAT WAS NOT CAPTURED AND I THINK THAT IS INCREDIBLY IMPORTANT BECAUSE IF THERE ARE NOT FOLKS HERE WHO LOOK LIKE ME OR TRUSTEE ENYIA, IF WE ARE NOT AT THIS TABLE, THEN IT DOES NOT MATTER WHAT THE REPORT SAYS BECAUSE IT WILL NOT GET DONE BECAUSE THERE IS HUNDREDS OF YEARS OF EXAMPLES IN THIS COUNTRY THAT SHOW THAT IF THERE IS NO PARTICIPATION IN GOVERNMENT, THEN THERE IS NO EXECUTION IN GOVERNMENT.

AND SO I THINK MY BIGGEST ISSUE IS THAT WE HAD A BOARD THAT WAS MAJORITY MINORITY AND I DON'T KNOW IF THAT IS EVER HAPPENED IN OAK PARK AND IT WAS WHEN WE JOINED AND SO IT WAS A VARIETY OF EXPERIENCES, NOT JUST BLACK LIKE WE HAD LATINA AND IMMIGRANT AND THERE WERE A LOT OF FOLKS HERE WHO HAD EXPERIENCED THIS FROM DIFFERENT RACE-BASED PERSPECTIVES AND WE ALL HAD TO - WE ALL HAD TO OVERCOME CHALLENGES TO GET TO THESE SEATS AND I THINK IT WOULD HAVE BEEN VERY VALUABLE FOR THE COMMUNITY TO HAVE THOSE EXPERIENCES PROVIDED IN THIS REPORT.

SEND AN THAT IS ALL I HAVE, THANK YOU.

>>KATHLEEN YANG-CLAYTON: THINKS -- THANKS.

>>TRUSTEE ENYIA: HELLO, OKAY.

MY LIGHT DOES NOT TURN ON ANYMORE.

I WANTED TO THANK YOU AND THE REST OF YOUR TEAM FOR THE WORK THAT WENT INTO THIS.

I THINK IT DOES A GREAT JOB OF THIS KIND OF LEVELS THAT AND UNDERSTAND WHERE WE ARE AND WHAT WE ARE CURRENTLY DOING AND WHAT WE CURRENTLY NEED TO FOCUS A LITTLE BIT MORE ON I THINK WHEN WE FIRST LIKE AT FIRST WHEN I FIRST GOT INTO THE ROLE, IT CAME WITH A PLAN AND A ROADMAP AND I WAS LIKE HEY, THIS IS IT.

THIS IS A BLUEPRINT AND THIS IS WHAT WE NEED, OUR RACIAL EQUITY ASSESSMENT AND COMMUNICATIONS STANDARDS AND ALL OF THESE THINGS, BUT I THINK IT IS GREAT TO HAVE A BLUEPRINT, BUT YOU NEED TO UNDERSTAND FIRST WHAT IT IS YOU ARE CHANGING FROM AND WHAT IT IS DECLARED CULTURE IS IN THE CLIMATE AND I THINK IT IS SIMILAR TO AN EXERCISE OF DOING AND MY CURRENT PLACE OF EMPLOYMENT AT THE LIBRARY I'M TALKING ABOUT ACCESSIBILITY IN TRYING TO FIGURE OUT WAYS TO CREATE AN OPPORTUNITY TO BE MORE ACCESSIBLE ON ALL FRONTS AND YOU KNOW IT ALMOST SEEMS LIKE AN IMPOSSIBLE TASK, BECAUSE EVERYWHERE YOU MAKE THE CHANGE, YOU ARE JUST ALMOST THROWING PEBBLES INTO AN OCEAN OF THINGS TO TRY TO MAKE BETTER AND I THINK THAT IS WHERE WE ARE RIGHT NOW WITH EQUITY, THERE IS JUST SO MUCH WORK THAT CAN BE DONE AND SO MANY DIFFERENT ASPECTS THAT LIKE YOU SAID EARLIER, ONCE WE START TO DO THESE CHANGES INTERNALLY YOU KNOW IT WILL ALMOST PERMEATE OUT OF US INTO OUR COMMUNITY AND INTO OUR OTHER PARTNERS THAT ARE ALSO

LOOKING TO DO A LOT OF THESE MASSIVE CHANGES AND WE TALK ABOUT THE LIBRARY AND WE DID LANGUAGE ACCESS BEFORE WE GOT INTO IT AND WHAT HAPPENED WAS THERE WAS A COLLABORATION, RIGHT?

AND YOU HAD THE VILLAGE, TOWNSHIP AND THE LIBRARY TALKING ABOUT ACCESS AND I THINK THAT IS A GOOD EXAMPLE OF WHERE WE CAN START TO LOOK AT AND LIKE WHAT ARE THESE THINGS THAT CAUSE BARRIERS BETWEEN OUR COMMUNITY AND EQUITY AND WHERE ARE THEY INTERNALLY AND HOW DO WE WORK ON THIS? CAN WE PARTNER TOGETHER AND CAN WE TALK ABOUT BEST PRACTICES HERE WITH THE TOWNSHIP OR WITH THE PARK DISTRICT, HOW CAN WE START TO WORK TOGETHER TO REALLY ADDRESS THIS, BECAUSE YES I KNOW - THERE IS NO TOP OF THE MOUNTAIN VILLAGE THAT WE CAN SAY LIKE THIS IS THE PLACE WE WANT TO BE LIKE.

I THINK THAT WE ARE CONTINUOUSLY GOING FOR A MOVING TARGET WHETHER IT IS TALKING ABOUT EQUITY OR WHETHER WE ARE TALKING ABOUT COMMUNITY SAFETY, THERE IS NO PERFECT STANDARD FOR WHAT THAT LOOKS LIKE.

THERE IS JUST US DOING OUR VERY BEST TO ACHIEVE IT AND TO ASK OUR EXPERTS WITHIN VILLAGE STAFF AND SAY OKAY, HERE'S WHAT WE GOT, BUT TO COREY'S POINT, I THINK WE ALWAYS REMEMBER, THIS IS ALMOST LIKE A BEST PRACTICE OF OAK PARK LIKE WE GO TO CONSULTANTS FIRST.

WE HAVE TO GET THAT, BECAUSE WE ALMOST NEED TO VALIDATE TO OURSELVES WHAT WE ARE THINKING IS THE RIGHT PATH AND I THINK THAT IS WHY WE GOT INTO THIS WITH WORKING WITH GCI AND TALKING ABOUT OKAY, HOW DO WE DO THE THINGS THAT WE KNOW WE WANT TO DO AND WE WANT TO DO THEM WELL AND WE WANT TO DO THEM RIGHT AND THIS REALLY ALLOWS US TO OPERATIONALIZE OUR UNDERSTANDING WITH WHERE ARE WE OUT RIGHT NOW AND WHAT ARE OUR POLICY CHANGES IN WHAT WE DO WHEN IT COMES TO OUR VENDORS AND HOW CAN WE CONTINUE TO MAKE EQUITABLE PRACTICES, NOT JUST EXTERNALLY, BUT INTERNALLY, BECAUSE ONCE THAT HAPPENS, THEN YOU GET TAPPED FROM OTHER COMMUNITIES THAT ARE LIKE HOW ARE YOU DOING THAT?

HOW DO WE DO THAT?

AND THAT IS WHAT I THINK OAK PARK WANTS TO BE IS THAT COMMUNITY TO GET OURSELVES ALL ON THAT EVEN LEVEL PLAYING FIELD, BECAUSE THAT IS HOW WE SUCCEED.

IT IS NOT JUST SAYING OKAY, WE GOT HERE TO THE TOP, IT IS HOW CAN WE BRING EVERYONE ELSE ALONG ON THE SAME JOURNEY THAT WE ARE ON AND GET THEM TO LOOK AT THESE THINGS, BECAUSE I DON'T ALSO ONE OTHER COMMUNITIES THAT MAY NOT HAVE THE SAME RESOURCES AS US TO BE - I MEAN I DON'T WANT TO THROW ANY SHADE AT YOUR BUSINESS, BUT I DON'T WANT EVERYONE TO HAVE TO PAY TENS OF THOUSANDS OF DOLLARS TO DIFFERENT CONSULTANTS TO GET THEMSELVES ON THE RIGHT TRACK.

I WANT TO BE ABLE TO WORK WITH COMMUNITY AND COMMUNITY TO BUILD THIS SO WE ARE ALL WORKING TOGETHER TOWARDS THE SAME GOAL.

AND SO I THINK YOU DID A FANTASTIC JOB OF ANSWERING OUR QUESTIONS AND HELPING US ALONG THE WAY AND REALLY APPRECIATE WHAT YOU'RE DOING AND I HOPE MORE PEOPLE GET THE OPPORTUNITY TO WORK WITH YOU.

>>KATHLEEN YANG-CLAYTON: CAN I JUST - FIRST, I WANT TO ALSO RESPOND - I AM NOT SEEING ALL OF YOUR NAMES AND SO PREVIOUS TRUSTEE CORY?

>>SPEAKER: WESLEY.

>>KATHLEEN YANG-CLAYTON: WESLEY, THANK YOU.

I HEAR YOU ABOUT HOW MUCH A STRUGGLE HAS GONE TO BEING REPRESENTED. AND I THINK THOSE STRUGGLES LEAD US TOWARDS OPPORTUNITIES TO THEN THINK ABOUT THE INSTITUTIONS THAT WE HAVE TO STRUGGLE AGAINST AND NOW THAT WE ARE SITTING IN SEATS WHERE WE HAVE THE OPPORTUNITY TO SUPPORT THE KIND OF INSTITUTIONAL CHANGE AND INSTITUTIONAL, NOT INDIVIDUAL AND SO I AS AN INDIVIDUAL AND BEING AN ASIAN AMERICAN WOMAN AND A VERY ACADEMIC ENVIRONMENTS, RIGHT?

THERE IS THAT STRUGGLE WHICH IS THERE.

AND AT THE SAME TIME I ALWAYS THINK ABOUT BUT WHAT ARE SOME OF THE DEFAULTS THAT MADE IT HARD FOR ME TO STRUGGLE INSTITUTIONALLY? HOW CAN I GET IN THERE AND MAKE IT EASIER FOR THE NEXT GROUP AND FOR THE NEXT GROUP?

THAT IS THE OPERATIONALIZING AND THE INSTITUTIONALIZING OF NEW PRACTICES. THAT IS WHAT THE FOCUS WAS.

I COMPLETELY AGREE LIKE THERE COULD HAVE BEEN A LOT MORE STORY COLLECTION AND EVERYTHING, BUT THAT IS A LOT.

I THINK IN TERMS OF - AND I'M NOT CATCHING YOUR NAMES, I APOLOGIZE, BUT WHAT YOU JUST SAID, THE REASON WHY I AM NOT A CONSULTANT IS BECAUSE I SPUN OFF THIS WORK AS GCI IS GREAT AND I LOVE THEM AND THEY ARE RESEARCH NERDS AND REVIVED.

BUT, THE WORK THAT WE WANTED TO DO IN OUR NONPROFIT CENTER WAS TO MAKE THIS WORK AS ACCESSIBLE AS POSSIBLE AS A PUBLIC GOOD, RIGHT?

AND THAT IS WHY WE ARE A 501(C)(3).

WE STILL NEED MONEY TO DO THE WORK AND ALL OF THAT, BUT THERE ARE WAYS THAT WE ARE PROVIDING THIS BITUMINOUS APOLOGIES WHO ESPECIALLY DO NOT HAVE THE KIND OF RESOURCES AND WE ARE THINKING ABOUT THAT A LOT RIGHT NOW.

AND SO I AGREE WITH YOU, WE HAVE TO KEEP ON THINKING ABOUT THIS AS A PUBLIC GOOD.

NOT AS SOMETHING THAT GETS PRIVATIZED, ABSOLUTELY.

>>PRESIDENT SCAMAN: OKAY, SO - A NUMBER OF THINGS, I SHOULD HAVE TAKEN BETTER NOTES.

THANK YOU.

I DON'T KNOW FIRST OF ALL THAT I KNEW THAT MY COLLEAGUES WERE NOT INTERVIEWED.

HOWEVER, I ALSO UNDERSTAND WHAT YOU'RE SAYING WHEN YOU ARE SAYING YOUR SCOPE WAS TO REACH OUT TO COMMUNITY AND BRING THE INFORMATION TO

US AND THE DIVERSITY OF THE BOARD PARTICULARLY AT THE TIME, BUT STILL THERE IS A GOOD AMOUNT OF TALENT AT THE BOARD TABLE THAT MAY BE COULD DEEPEN THE DEPTHS OF THE RELEVANCE TO OAK PARK.

HOWEVER, I AM VERY APPRECIATIVE OF THIS REPORT AND BELIEVE IT TO BE THE BASELINE THAT WE NEED IT.

IT IS TWO YEARS OLD AND WE MENTIONED A COUPLE OF TIMES NOW AND I THINK SOME OF WHERE WE MAY HAVE HAD - WHERE WE HAVE QUESTIONS TODAY, IF WE HAD STARTED IT TODAY WOULD HAVE BEEN A LITTLE DIFFERENT.

LIKE BRIAN'S QUESTIONS AROUND YOU KNOW NOTING THAT WE WERE OVER - AT THE TIME THAT THE SURVEY WENT OUT, OUR COMMUNITY WAS OVER SURVEYING OUR COMMUNITY AND WE HAVE TO ACKNOWLEDGE THAT THERE IS ALWAYS GOING TO BE SOME PUSHBACK UNTIL WE FINALLY REACH WHAT IS THE ULTIMATE GOAL HERE AND THE ULTIMATE GOAL HERE IS THAT MORE PEOPLE IN THE VILLAGE OF OAK PARK HAS A SENSE OF OWNERSHIP OVER OUR COMMUNITY AND HOW WE OPERATE IN ITS FUTURE AND KNOWING WHAT WE ARE DOING THAT MATCHES OUR VALUE SYSTEM.

AND MAYBE THAT IS COMING DIRECTLY FROM ME, I DON'T KNOW YOU'LL HAVE TO TELL ME BECAUSE THAT IS SOME OF MY WORDING IN MY 2021 CAMPAIGN.

AND SO IF IT IS YOURS AS WELL, THEN I'M GRATEFUL AND IT IS A GOOD MATCH. BUT, IT IS ABOUT SERVICE.

SO, HOW DO WE SERVE OUR RESIDENTS, OKAY?

AND WE WARNED IN 2023 THAT THERE WERE A NUMBER OF OTHER SURVEYS COMING, PARTLY BECAUSE WE WERE LAUNCHING A WHOLE DIFFERENT WAY OF GOVERNING FROM 2021 UP TO 2023 AND A LOT, OUR OWN HOUSING STUDY AND EVERYTHING THAT HAD NOT BEEN STARTING FROM A PLACE OF TRUTH WHICH THIS REPORT DOES, IT STARTS FROM A PLACE OF TRUTH.

LIKE THE BEGINNING AND THE END IS THAT WE TALK ABOUT HOW PROUD WE ARE OF OUR ACCOMPLISHMENTS AND HISTORICALLY AND LOVE OAK PARK, BUT THAT IS THAT EXPERIENCE IS NOT WHAT EVERYBODY EXPERIENCES IN THE VILLAGE OF OAK PARK.

RACISM EXISTS EVERY SINGLE DAY IN THE VILLAGE OF OAK PARK AND WE ARE CONSTANTLY MAKING POLICY AND PUTTING MONEY BEHIND PROGRAMS AND RECOGNIZING THAT WHAT THE BROCHURE LOOKS LIKE AND HOW IT OPERATES IN REAL LIFE DO NOT ALWAYS MATCH FOR THE MOST VULNERABLE AMONG US LIKE THE HOMELESS.

AND SO WE HAVE - AND SO THIS REPORT FROM MY PERSPECTIVE HAS A STARTING FROM A PLACE OF TRUTH.

AND RECOGNIZING AND SAYING OUT LOUD THAT WE HAVE WORK TO DO IN ORDER FOR WHAT WE WANT TO BE THE RESULT OF THE POLICIES THAT WE MAKE HERE TO MATCH AND HOW IT ACTUALLY FEELS IN REAL LIFE LIKE HOW WE ARE CHANGING LIVES AND INTERACTING AND SUPPORTING REAL LIVES.

EVERYTHING FROM THE BASIC SERVICES OF THE MUNICIPAL GOVERNMENT TO ACCESS TO RESOURCES AND IN BRIAN'S FIRST QUESTIONS AROUND THOSE IDENTIFIED WEAKNESSES, IT IS STILL A WEAKNESS IS THE INTERGOVERNMENTAL

COLLABORATION AND YOU ARE IDENTIFYING THAT THAT IS NOT ONE OF HER ASPIRATIONS AND IN 2023 WE HAD GOVERNMENTAL PARTNERS WHO ARE ALSO PUTTING THEIR OWN SURVEYS OUT THERE TO THE SAME POPULATION AND WANTED TO GET FEEDBACK BACK AND WE WERE NOT TALKING TO EACH OTHER ENOUGH. I THINK THAT IF WE WERE DOING THAT TODAY THAT WE WOULD HAVE BETTER SYNERGY BETWEEN US AND SOME OF OUR GOVERNMENT PARTNERS THAT WE WOULD HAVE MADE IMPROVEMENT AND THAT IS NOT ACROSS THE BOARD. THAT IS NOT ACROSS THE BOARD AND WE STILL HAVE CHALLENGES THERE. SO, WE ARE NOT REALLY GOING TO MAKE THE LEVEL OF PROGRESS THAT WE WANT TO MAKE UNTIL WE CAN ADDRESS GETTING ALL OF OUR GOVERNMENTAL BODIES ON ONE TEAM WHERE WE ARE NOT SO PRODUCTIVE OF OUR OWN ACCOMPLISHMENTS AND ASPIRATIONS THAT WE ARE NOT WILLING TO LISTEN TO ONE ANOTHER. AND SO THE - THIS IS THE REASON I WAS SO EXCITED AND YOU MENTIONED THE VILLAGE MANAGER HAS EXPERIENCE IN THIS BROUGHT TOGETHER A COLLECTIVE IMPACT POSITION WHICH DID NOT EXIST BEFORE AND NOT EVERYBODY KNEW WHAT THAT MEANT, BECAUSE IT TAKES TIME, BUT IT TAKES TIME TO CONNECT AND TO IDENTIFY WHAT ELSE IS OUT THERE THAT IS ALIGNED WITH WHAT WE ARE DOING HERE AND TRUSTEE TAGLIA IS TALKING ABOUT AND IS LISTED IN THE REPORT KIND OF RESTARTING THAT COLLABORATIVE EFFORT AND ALL GOVERNMENTAL BODIES TALKING TOGETHER AND WORKING TOGETHER AND MAKING SURE OR LEADING IN A WAY THAT WE ARE BUILDING CAPACITY. SO, THIS IS SETTING A BASELINE AND HELPING BUILD CAPACITY IN OUR OWN STAFF SO THAT WHEN WE BRING THINGS LIKE A ZONING REVIEW THAT WE KNOW THAT WE NEED TO DO, WE ARE ACTUALLY PREPARED TO SPEAK TRUTH. AND THEREBY REALLY ADDRESSING THE HISTORICAL RACISM AND NOT JUST CHANGING ZONING CODES TO MEET OUR NEEDS OR TO BE THE REGION TO DO SOMETHING NEW. WE WANT IT TO - AND THEN IN EFFECT, WHEN I KEEP SAYING BASELINE, HOPEFULLY THE EFFECT IS THAT MORE PEOPLE DECIDE TO RUN FOR OFFICE AND MORE PEOPLE FEEL LIKE IT IS ACCESSIBLE FOR THEM. I REMEMBER WHEN I TOLD MEMBERS OF MY OWN FAMILY THAT IS GOING TO RUN FOR OFFICE FROM MY DEAR MOTHER-IN-LAW WHO HAS A LEGACY OF HER OWN AND SHE SAID VICKI, THAT IS FOR PEOPLE WITH MEANS. AND THAT IS HISTORICALLY THEN WHAT THIS HAS BEEN, RUNNING FOR OFFICE AND WHAT WE ARE TRYING TO DO IS OPEN IT UP AND BY ONE WAY OF OPENING IT UP, THAT ACCESS IS TO MAKE SURE THAT WE ARE SERVING AND MAKE SURE THAT IT IS INCLUSIVE IN A GENERAL WAY AND THE ONLY WAY WE CAN GET THERE IS BY STATING THE REALITY OF OUR RACIST HISTORY AND PROCESSES BY WAY OF ENGAGING PEOPLE THAT STILL EXIST TODAY. THE POLICY CHANGES ALONE ARE NOT GOING TO GET US THERE. AND I SAW WHEN I WAS AT THE TOWNSHIP AND JIM REMEMBERS ME AT THE TOWNSHIP I WAS THE COORDINATOR FOR A GRANT WITH THE ILLINOIS DEPARTMENT OF HUMAN SERVICES TO REDUCE UNDERAGE DRINKING.

AND I HAD BUILT A COALITION OF STAKEHOLDERS FROM EVERY SECTOR OF THE COMMUNITY TO GO THROUGH A PROCESS.

AND CULTURAL COMPETENCY WAS THE CENTER OF THE STRATEGIC FRAMEWORK THAT WE HAD TO USE.

AND IT WAS PAINFULLY SLOW, THE WHOLE FIRST YEAR WAS AN ASSESSMENT OF WHERE WE ARE AT SO THAT ANY POLICY CHANGES - AND THEY MADE US, THEY WOULD NOT LET US SPEED AHEAD AND SO MANY PEOPLE IN THE ROOM WANTED TO SPEED AHEAD, BUT WE COULD NOT.

AND IT WAS BECAUSE IF YOU SPEED AHEAD WITHOUT THE PROPER ASSESSMENT, THEN THE PROGRAMS AND POLICIES AND EVERYTHING, THEY ARE NOT GOING TO BE TRULY HITTING THE WHY.

THE WHY IS YOUR COMMUNITY STILL HAVING THESE CHALLENGES?

AND HAVE THE STAFF CAPACITY AND WHEN I SAY CAPACITY I WISH I HAD BETTER WORDS LIKE THE SUPPORT SYSTEM AND - TO REALLY TAKE WHAT WE ARE SAYING, BECAUSE WE ARE GOING TO POST A LOT OF PARADES AS JENNA SAID CONVERSATIONS OVER THE NEXT TWO YEARS.

AND WE WANT THEM TO BE REAL.

YOU KNOW NOT EVERY COMMUNITY PROVIDES - HAS A CONTRACT WITH THE HOPE ORGANIZATION THAT WAS PART OF - WAS IT JUST LAST WEEK OR TWO WEEKS AGO TO REALLY NAME THE FACT THAT WE HAVE RACIST STILL RACIST BEHAVIOR IN HOW WE TREAT THE RENTERS IN OUR COMMUNITY.

AND SO HERE ALSO I THINK THERE WAS A MISSED OPPORTUNITY IN INTERVIEWING THE TALENTED FOLKS THAT ARE SITTING AT THIS TABLE, BUT I AFFIRM THAT RACIAL EQUITY ASSESSMENTS, THAT DOES NOT NECESSARILY HAVE LIKE THE - DO THIS AND THEN THAT GOAL SETTING AT THE END OF IT, BUT IT SPEAKS TO YOU KNOW WHAT IS THE CURRENT ENVIRONMENT AND THE CURRENT TRUTH AND CURRENT REALITY WHICH IS ABSOLUTELY HAVING TO BE THE FIRST STEP IF ANYTHING THAT WE DO FROM HERE IS GOING TO MEAN ANYTHING.

SO - THERE WAS PROBABLY MORE, BUT THAT IS OKAY.

SO, THANK YOU.

AND I WILL LOOK FORWARD TO - I KNOW AND I'M SORRY THAT OUR NEW CHIEF DEI OFFICER COULD NOT BE WITH US, BUT WE ARE VERY EXCITED TO WORK WITH HER AND SUPPORT HER IN THIS VENTURE.

AND HAVE HER SUPPORT US.

>>KIRA TCHANG: BELIEVE IT OR NOT, THERE IS SOME REPRESENTATION. IF YOU ARE ALL SET WITH DOCTOR YANG-CLAYTON, WE CAN MOVE THROUGH THE REST OF THE PRESENTATION, IT SHOULD BE RELATIVELY QUICK. THERE WERE SOME REALLY GOOD QUESTIONS SURFACED IN THERE AND I THINK THAT SOME OF THESE ADDITIONAL SLIDES MAY SPEAK A LITTLE BIT TO THAT. BUT, I DID WANT TO NOTE THAT WE ARE MEMBERS OF G.A.R.E. THAT WAS RAISED THERE AND WE DO USE THE REIA TOOL FOR POLICY ASSESSMENT AND YOU KNOW SOME OF THESE POLICY RECOMMENDATIONS THAT YOU ARE SEEKING AND QUESTIONS ABOUT BUDGET ARE THINGS THAT WILL BE AN OUTCOME OF SORT OF THIS RACIAL EQUITY ACTION PLANNING PROCESS OF WHICH THIS ASSESSMENT IS

ONE COMPONENT AND SO THIS IS NOT THE END OF THE CONVERSATION, IT IS YOU KNOW SHARING SOME INFORMATION AND GIVING AN UPDATE ON WHERE WE ARE AND THEN WHAT OUR NEXT STEPS INTERNALLY WILL BE AS STAFF.

BUT, I DID WANT TO JUST ACKNOWLEDGE RIGHT LIKE WE ARE NOT STANDING STILL ON RACIAL EQUITY INITIATIVES OR POLICIES OR PROGRAMS THAT ADVANCE EQUITY WITHIN THE ORGANIZATION THAT MAY HAVE ADDRESSED OR YOU KNOW INTERACTED IN SOME WAY WITH SOME OF THE FINDINGS AND RECOMMENDATIONS OF THE RACIAL EQUITY ASSESSMENT.

SO, I AM NOT GOING TO GO THROUGH EVERY SINGLE ONE OF THESE PROGRAMS OR POLICIES THAT HAS BEEN INTRODUCED OVER THE LAST TWO YEARS SINCE THIS ASSESSMENT WAS CONDUCTED, BUT WE DO WITH THE BOARD AND THE COMMUNITY TO KNOW THAT RACIAL EQUITY AND YOU HEAR THIS A LOT, IT WAS A PROCESS AND A PRODUCT, RIGHT?

SO, THE PROCESS HAS BEEN TO CONTINUE IMPLEMENTING PROGRAMS ACROSS THE BOARD WITH REGARD TO ACKNOWLEDGING HARMS AND WITH REGARD TO DATA COLLECTION AND THERE ARE THINGS THAT ARE STILL ON STAFF TO DO LIST AND BOARD TO DO LIST AND WE ACKNOWLEDGE THAT, BUT WE ARE ADVANCING A NUMBER OF DIFFERENT PROGRAMS AND INITIATIVES.

YOU WILL SEE THIS YEAR A LOT UNDER INTERNAL COMMUNICATIONS, COLLABORATION AND KNOWLEDGE SHARING AND THINGS THAT HAVE COME UP HERE AT THIS TABLE, BRINGING BACK THE OAK PARK GOVERNMENTAL PARTNER, EQUITY MEET UPS, RIGHT?

THAT IS SOMETHING THAT IS IMPORTANT FOR US TO DO.

CONTINUING TO REVAMP OUR DEPARTMENTAL AND EMPLOYEE ONBOARDING EXPERIENCE TO SHARE OUT AND MAKE SURE THAT EMPLOYEES UNDERSTAND THE VALUES THAT THIS COMMUNITY HAS IN THE HISTORY OF THIS COMMUNITY AND EXPECTATIONS AROUND RACIAL EQUITY, COLLABORATION AND ALL OF THOSE THINGS.

SO, FEEL FREE TO SCROLL THROUGH AND LOOK AT SOME OF THOSE PROJECTS, IT IS NOT AN EXHAUSTIVE LIST AND SO THERE ARE A LOT OF THINGS THAT WE HAVE BEEN DOING, BUT WE DID WANT TO HIGHLIGHT SOME OF THOSE KEY ONES.

AND SO THE NEXT STEP FOR THE VILLAGE IS REALLY TO GO THROUGH THE RACIAL EQUITY POLICY AUDIT PROCESS.

SO, THE ASSESSMENT WAS DESIGNED TO HAVE AN UNDERSTANDING OF WHERE WE WERE AND THE POLICY AUDIT IS TO LOOK AT OUR ACTUAL POLICIES AND PRACTICES THROUGH A DEI LENS THAT IS INTERSECTIONAL AND THESE ARE POLICIES THAT IMPACT BOTH THE INTERNAL ENVIRONMENT AND EXTERNAL ENVIRONMENT AND SO PERSONNEL IS REALLY IMPORTANT AND HOUSING AND ZONING POLICIES, PUBLIC SAFETY AND THINGS THAT THE BOARD HAS HAD A LOT OF DISCUSSION ABOUT AN INTEREST AROUND AND SO WE ARE GOING TO FORMALIZE THAT POLICY AUDIT AND WE HAVE SELECTED A VENDOR PURSUANT TO AN RFP AND THAT PROJECT IS SCHEDULED TO BEGIN THIS SUMMER.

AND SO THERE IS REALLY FIVE STAGES OF THAT RACIAL EQUITY POLICY AUDIT AND I WILL NOT GO THROUGH EACH OF THESE STEPS REALLY AND READ ALL OF THE

DELIVERABLES THAT ARE A PART OF THAT POLICY AUDIT, BUT I THINK THE MOST IMPORTANT THING IS THAT THE END OF THAT, THERE WILL BE A COMPREHENSIVE REPORT THAT TALKS ABOUT WHAT THE FINDINGS WERE AND WHERE SOME OF OUR OPPORTUNITIES ARE TO IMPROVE WITH REGARDS TO EXISTING POLICIES AND SOME OF THE THINGS THAT DOCTOR YANG-CLAYTON WAS TALKING ABOUT AND SOME OF THOSE THINGS THAT HAD BECOME ENTRENCHED WITHIN THE VILLAGE WITHOUT ANYBODY LOOKING AT THEM FOR SOME TIME AND HOW DO WE MAKE THEM MORE EQUITABLE?

AND THEN A FRAMEWORK TO CONSIDER THOSE NEXT STEPS.

SO, WE ARE HOPING AND WE EXPECT THIS PROCESS WILL TAKE ABOUT SIX MONTHS AND AT THE END OF THE ASSESSMENT WE WILL HAVE DONE THIS POLICY AUDIT AND THE GOAL OF THOSE IS TO BRING FORWARD TO THE BOARD THE RACIAL EQUITY ACTION STRATEGIC PLAN.

AND SO THAT IS WHERE WE WILL START TALKING ABOUT POLICY RECOMMENDATIONS AND THAT IS WHERE WE WILL START TALKING ABOUT PROGRAMMING AND BUDGET TO MAKE SOME OF THESE POLICY RECOMMENDATIONS AND PROGRAM CHANGES COME TO LIFE AND YOU WILL REALLY SEE THAT THIS IS ONE STEP IN THE PROCESS THAT YOU ARE HEARING ABOUT TONIGHT, BUT YOU WILL REALLY SEE ALL OF THAT INFORMATION ROLLED IN TO THAT RACIAL EQUITY ACTION STRATEGIC PLAN WHICH SHOULD BE LIKE OUR CROP PLAN AND SHOULD BE LIKE OUR HOUSING PLAN AND A GUIDING DOCUMENT FOR THE ORGANIZATION TO OPERATIONALIZE EQUITY THROUGHOUT ALL OF THE PRACTICE AREAS THAT ARE IDENTIFIED.

PRIORITY TWO AND I PROMISE WE ARE NEARING THE END HERE.

THE GOALS - THE BOARD'S GOALS PRIORITIES WAS TO ADDRESS THE HISTORICAL LACK OF EQUITY AND THAT INCLUDED FINALIZING PREPARATIONS RESEARCH AND EVALUATION AND INCLUDING EVALUATION OF THE VILLAGE HISTORIC COMMITMENT TO PROTECTING HUMAN RIGHTS AND OUR COMMUNITY RELATIONS COMMISSION AND COMMUNITY RELATIONS DIVISION, AS WELL WITH STAFF.

AND THOSE ARE THINGS THAT YOU'VE HEARD A LITTLE BIT ABOUT AND WE DID WANT TO JUST PROVIDE A GENERAL UPDATE WITH PREPARATIONS AND REPARATIVE JUSTICE.

THE BOARD LAST HEARD FROM THE COMMUNITY LED OAK PARK OPERATIONS TASK FORCE IN JULY AND AT THAT POINT STAFF COMMITTED TO CONTINUING TO RESEARCH REPARATIONS ELIGIBILITY AND THERE WAS A DISCUSSION OF PUBLIC APOLOGY AND DIFFERENT PROGRAMMING ITEMS THAT THE TASK FORCE PRESENTED.

YOU KNOW WE HAD CONTINUE TO DO THE RESEARCH AND YOU KNOW AT THIS POINT, THE ANALYSIS INDICATES THAT OAK PARK DOES NOT MEET THE STRICT SCRUTINY STANDARD THAT WOULD SERVE AS A BASIS FOR MUNICIPAL OPERATIONS PROGRAMS SIMILAR TO WHAT A ADVANCED OR FEDERAL LEVEL COULD BE AFFECTED, BUT THAT DOES NOT MEAN THAT THE VILLAGE DOES NOT HAVE THE OPPORTUNITY TO IMPLEMENT REPARATIVE JUSTICE PROGRAMMING IN LINE WITH THE VILLAGE GOALS.

AND SO THERE IS STILL THE ABILITY TO ACKNOWLEDGE HARM YOU KNOW AS SHARED IN THE RACIAL EQUITY ASSESSMENT AND THROUGH SOME OF THE WORK THAT CONTINUES TO HAPPEN, HOWEVER JUST THAT LEGAL BASIS AND THE STRICT SCRUTINY FOR THE MUNICIPAL REPARATIONS PROGRAM, WE HAVE NOT FOUND EVIDENCE THAT WOULD SUPPORT THAT.

WE DID GO TO RFP EARLIER THIS YEAR TO CONTINUE TO TRY AND UNCOVER EVERY STONE LIKE COULD A HISTORIAN COME IN AND HELP US IDENTIFY ADDITIONAL DOCUMENTS AND YOU KNOW AT THIS TIME, THERE WERE NO RESPONSES AND AT THIS TIME WE DON'T HAVE THAT LEGAL BASIS.

BUT, WE DON'T THINK THAT THAT SHOULD BE A STOPPING POINT FOR THE BOARD'S GOALS.

WE DO THINK THAT THERE IS PLENTY OF OPPORTUNITY TO INTRODUCE PROGRAMMING AND WE WOULD STILL LIKE TO ROLL OUT SOME COMMUNITY ENGAGEMENT AROUND REPARATIVE JUSTICE TYPES OF PROGRAMMING TO LEARN FROM THE COMMUNITY AND TO WORK WITH THE COMMUNITY ON THESE ISSUES AND WE HAVE RECENTLY MET WITH REPRESENTATIVES FROM THE WALK THE WALK TO TALK A LITTLE BIT ABOUT WHAT OUR FINDINGS WERE AND HOW WE CAN CONTINUE TO PARTNER MOVING FORWARD AND WE WILL CONTINUE TO KEEP THOSE CONVERSATIONS OPEN.

AND THEN LAST BUT NOT LEAST, JUST IN TERMS OF THE HUMAN RIGHTS WORK, YOU SAW EARLIER TONIGHT WITH THE DISCUSSION AROUND EXPANDING OUR HUMAN RIGHTS ORDINANCE TO INCLUDE THE GENDER AFFIRMING CARE AS THOSE WHO ARE - NEED THE PROTECTION OF THE HUMAN RIGHTS AND HUMAN DIGNITY IN THE COMMUNITY AND WE CONTINUE TO EVALUATE THE HUMAN RIGHTS ORDINANCE AND WE ALSO DID WORK WITH THE COMMUNITY RELATIONS COMMISSION TO INVOLVE THE CRC MORE IN THE ADMINISTRATION BY MONITORING HRO VIOLATIONS THAT COME TO THE VILLAGE AND SO THOSE ARE ONGOING EFFORTS TO CONTINUE TO WORK WITH THE COMMUNITY RELATIONS COMMISSION AND TO CONTINUE TO WORK WITH OUR COMMUNITY RELATIONS DIVISION WITHIN THE DEI OFFICE AND TO STAND UP AND MONITOR THE HUMAN RIGHTS ORDINANCE AND TO MAKE SURE THAT IT IS PROVIDING PROTECTION TO ALL OF THOSE WITHIN THE COMMUNITY.

NEXT STEPS, YOU KNOW I THINK THAT TONIGHT WAS LARGELY ABOUT AN UPDATE AND YOU ALL BEING ABLE TO HEAR THE WORK THAT IS HAPPENING HERE DIRECTLY FROM DOCTOR YANG-CLAYTON ON THE RACIAL EQUITY ASSESSMENT WORK AND WE WOULD BE INTERESTED IN ANY FEEDBACK THAT YOU HAVE TWO IN PARTICULAR THE RACIAL EQUITY POLICY AUDIT, THAT IS A PROJECT THAT WE ARE EMBARKING ON THIS SUMMER AND IF THERE ARE ANY PARTICULAR POLICIES OR ITEMS THAT YOU ARE INTERESTED IN BEING ON OUR LIST FOR REVIEW, THAT WOULD BE VERY HELPFUL.

ANY OTHER FEEDBACK THAT YOU HAVE.

AND THEN LIKE VILLAGE MANAGERS JACKSON MENTIONED, WE HOPE TO INTRODUCE YOU TO KELLYE KEYES, OUR NEW DEI OFFICER, UNFORTUNATELY SHE WAS NOT ABLE TO BE HERE TONIGHT, BUT WE LOOK FORWARD TO INTRODUCING YOU TO HER

AND HER TO YOU AT A FUTURE BOARD MEETING AND SHE WILL BE A TREMENDOUS ASSET TO THE BOARD AND THE ORGANIZATION IN ADVANCING YOUR GOALS. SO, WITH THAT I AM HAPPY TO ANSWER ANY QUESTIONS OR HEAR ANY FEEDBACK THAT YOU HAVE.

>>PRESIDENT SCAMAN: DOES ANYBODY - GO AHEAD.

>>TRUSTEE WESLEY: ALL RIGHT, THANK YOU, KIRA, I APPRECIATE THAT.

A FEW THINGS.

GENERAL COMMENT.

WE HAVE TO MOVE FASTER.

I THINK A LOT OF THIS FOR ME IS WHEN I THINK ABOUT YOU KNOW THIS BEING A STATE OF THE UNION WITH THE REPORT AND SO ON AND SO FORTH AND THE DATA WAS COLLECTED IN 2023 AND NOW WE ARE GOING TO DO A RACIAL EQUITY POLICY AUDIT AND IT WILL TAKE SIX MONTHS AND IT WILL COME BACK BEFORE THE BOARD, A MONTH AFTER THAT OR TWO MONTHS AFTER THAT IN WHICH CASE WE ARE GOING TO TALK ABOUT IT FOR ANOTHER MONTH AND THEN WE ARE GOING TO PASS SOMETHING THAT WILL GET EXECUTED MONTHS AFTER THAT, LIKE WHEN I THINK ABOUT THE HOW THE COMMUNITY PERCEIVES HOW OAK PARK HANDLES RACIAL EQUITY, I THINK ABOUT THE FACT THAT WE DELAY RACIAL EQUITY.

AND IN TALKING ABOUT IT, ACKNOWLEDGING IT, THAT IS ALL GREAT, BUT I BET I COULD FIND AN ACKNOWLEDGMENT OF RACISM FOR EVERY BOARD THAT IS SET AT THIS TABLE PROBABLY FOR THE LAST 20 OR 30 YEARS.

I THINK THAT - I THINK IF WE WANT TO BUILD UP TRUST WITH THE COMMUNITY WE ACTUALLY HAVE TO SHOW ACTION.

WE HAVE TO SHOW IT QUICKER.

SO, THAT IS KIND OF LIKE THE GENERAL BASIS OF WHERE I WILL GO NEXT AND SO WHAT I WILL ASK IS THAT WITH OUR RACIAL EQUITY POLICY AUDIT, THAT WILL TAKE SIX MONTHS, IS THERE ANY WAY THAT WE CAN HAVE THAT BE A ONGOING REPORT DURING THAT SIX MONTHS SO THAT WHEN THINGS ARE DISCOVERED AND NEED TO BE ADDRESSED THEY CAN COME IMMEDIATELY TO THE BOARD AND WE DON'T HAVE TO WAIT SIX MONTHS TO GET A COMBINED REPORT?

WE CAN ACTION THOSE THINGS IMMEDIATELY AND WE ARE NOT WAITING A YEAR BEFORE WE ACTUALLY START AGAIN.

>>MANAGER JACKSON: I WOULD SAY YES.

AND I KNOW WE ARE GETTING CLOSE TO 10 O'CLOCK.

AND I THINK THE ANSWER TO YOUR QUESTION IS YES.

I THINK WHAT DOCTOR CLAYTON WAS TALKING ABOUT WHERE WE HAVE SYNERGISTIC PERSPECTIVE IS ON CHANGE.

AND YOU COULD ACCELERATE - YOU HAVE TO BE IN POSITION TO IMPLEMENT EQUITY AND WE HAVE BEEN SYSTEMATIZING EQUITY AND A LOT OF OUR POLICIES AND PROGRAMS AND PLANTS AND WE ARE NOW INSTITUTIONALLY KIND OF SET UP TO ADDRESS A LOT OF THE QUESTIONS THAT HAVE BEEN RAISED AND SO THE POLICY AUDIT IN A IDEAL SITUATION WOULD HAPPEN CONCURRENTLY WITH THE ASSESSMENT AND THERE WAS SOME DISRUPTION AND I DID WANT TO ACKNOWLEDGE THAT OUT LOUD AND APPRECIATE THE WORK FROM DOCTOR

CLAYTON, YANG-CLAYTON ON THIS, BECAUSE THERE WERE SOME TOUGH QUESTIONS AROUND THE AND TERMS OF ENGAGEMENT, BUT I DO WANT TO ANNOUNCE THE FACT WITHOUT IMPUTING ANYTHING THAT THERE WAS A TRUNCATION, BUT WE DID NOT WAIT.

WE ARE IN FORESTRY.

WE ARE ENVISION ZERO, WE ARE IN SUSTAINABILITY APPEARED WE ARE IN EV, WAREHOUSING, WE HAVE A VERY EFFECTIVE FULLY STAFFED LABOR SERVICES DEPARTMENT THAT WOULD TAKE US DOWN THE ENGAGEMENT PLAYBOOK AND SOME OF THE THINGS THAT WE TALKED ABOUT.

WE ARE MOVING INTO A POSITION OF STRENGTH, DESPITE CIRCUMSTANCES AND YES, I THINK IT DOES MAKE SENSE THAT WE REPORT OUT ON A REGULAR BASIS BECAUSE I WANT TO ANNOUNCE THE FACT THAT THIS IS SO SUPER IMPORTANT TO THE COMMUNITY AND SO SUPER IMPORTANT TO THE BOARD, BUT WE WANTED TO HAVE THE CONVERSATION TONIGHT TO MOVE THIS FORWARD AND WE WANTED TO DO IT OPENLY AND TRANSPARENTLY.

>>TRUSTEE WESLEY: DEFINITELY I APPRECIATE THAT.

>>PRESIDENT SCAMAN: WE NEED A MOTION TO GO BEYOND 10 PM.

>>SPEAKER: MOVE.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: CAN WE KEEP IT UNTIL 10:30 PM AND NO LATER?

(MULTIPLE SPEAKERS)

AYE.

>>TRUSTEE WESLEY: I TOTALLY AGREE AND I THINK ONE OF THE THINGS THAT WE HAVE BEEN DOING, WE HAVE BEEN WEAVING EQUITY INTO THINGS AND THIS IS OAK PARK AND WE HAVE BEEN HAVING THESE CONVERSATIONS AND HAVE BEEN DOING THIS WORK.

WHEN I READ THAT WE NEED TO ACKNOWLEDGE THAT RACISM EXISTS, I THINK EVERYONE THAT GOT ELECTED TO THIS BOARD TABLE HAS ACKNOWLEDGED THAT RACISM HAS EXISTED IN OAK PARK AND I DON'T THINK THAT IS A NEW THING.

I FEEL LIKE - I FEEL LIKE THAT IS TABLE STAKES ALREADY, WE HAVE DONE THAT. WHAT IS NEXT?

AND THE WHAT IS NEXT IS WHAT BUILDS THE TRUST.

I FEEL LIKE WE ARE STUCK IN A LOOP HERE OF CONSTANTLY REPEATING THE SAME ACTIONS OVER AND OVER AND OVER.

ACKNOWLEDGE RACISM, TALK ABOUT DOING THINGS, DO SOMETHING SMALL, NEXT BOARD, ACKNOWLEDGE RACISM, TALK ABOUT DOING THINGS, DO SOMETHING SMALL.

LIKE THE SYSTEMIC ISSUES THAT EXISTED IN OAK PARK HAVE EXISTED FOR DECADES.

AND WE HAVE NOT ADDRESSED THEM.

AND WE SAY THAT WE CARE, BUT WE DON'T CARE, BECAUSE OF THE CARE THEY WOULD NOT EXIST.

THESE ARE SYSTEMIC INSTITUTIONALIZED RACISM THAT IS EMBEDDED IN THE CULTURE AND THE VERY BEDROCK OF THIS COMMUNITY, RIGHT?

AND IT SHOULD NOT HAVE TAKEN ME IN 2023 TO BRING UP THE FACT THAT WE NEED TO GET RID OF SINGLE-FAMILY SCHOOL ZONING.

AND THIS IS A COMMUNITY THAT PRIDES ITSELF ON SETTING THE STANDARD FOR THE STUFF.

BUT, WE SET THE STANDARD FOR THE EASY PART OF THIS STUFF.

WHERE ARE WE ON THE HARD PART?

LIKE IF WE WANT TO BUILD TRUST WITH THE COMMUNITY AND IF WE WANT THE COMMUNITY TO UNDERSTAND THAT IF WE WANT THE COMMUNITY TO ELIMINATE THE SYSTEMIC ISSUES AND IF WE ARE TRYING TO INCREASE INCLUSION AND INCLUSIVITY AND NOT JUST DIVERSITY, WE ACTUALLY HAVE TO DO THE WORK AND I JUST - I WANT TO SEE MORE WORK.

AND ACKNOWLEDGE THE WORK THAT WE HAVE ALREADY DONE MANAGER JACKSON, I AM NOT DIMINISHING IT, IT HAS BEEN GOOD WORK.

BUT, WHAT I MEAN IS LIKE FROM HERE FORWARD IT IS LIKE - THIS IS WHAT WE HAVE ALREADY BEEN DOING.

WE HAVE EQUITY ASSESSMENTS ON EVERY AGENDA ITEM THAT COMES BEFORE THIS BOARD AND WE HAVE HAD THAT FOR A WHILE, RIGHT?

LIKE THERE ARE THINGS HERE THAT WE ARE ALREADY DOING THAT I FEEL LIKE WE ARE AT A LEVEL HERE AND THEN GO BACK.

LIKE I DON'T WANT TO GO BACK, I WANT TO BUILD.

I WANT TO ATTACK THE SYSTEMIC ISSUES THAT IMPACT HUNDREDS AND THOUSANDS OF PEOPLE IN THIS VILLAGE VS. THINGS THAT IMPACT FIVE PEOPLE OR 10 PEOPLE, RIGHT?

AND NOW THAT THOSE THINGS ARE NOT IMPORTANT, BUT THIS JOB IS THOUSANDS OF PEOPLE IMPACT, RIGHT?

AND THAT IS WHY I AM HERE.

AND HAD I BEEN INTERVIEWED I WOULD HAVE SAID IT.

HAD I BEEN INTERVIEWED I WOULD HAVE TOLD WHAT IT TAKES TO GET THROUGH THIS SEAT AND WHY I RAN FOR AND WHAT I WANTED TO DO WHEN I GOT HERE AND WHY I WANT PEOPLE TO FOLLOW ME.

NONE OF THAT SHOWS UP.

AND HONESTLY IT IS JUST A BIT ANNOYING.

IT IS ACTUALLY A BIT MORE THAN ANNOYED, HONESTLY.

AND I - I FEEL LIKE I HAVE VARIATIONS OF THIS - OF THESE SAME WORDS ONCE A MONTH AT THIS BOARD TABLE.

AND IT IS QUITE FRUSTRATING.

BECAUSE, WE ALL HAVE THE WILL TO DO THIS AND I WOULD LIKE TO JUST SEE IT GET DONE.

I DON'T WANT TO TAKE SIX MONTHS TO REVIEW THE POLICIES.

IF WE HIRED SOMEONE IN HERE AND THEY ARE THE FIRST DAY FIND POLICY THAT IS RACIST, I WANT IT ON THE AGENDA THE NEXT DAY.

IT HAS ALREADY BEEN LAW FOR TOO LONG.

RIGHT?

BRING IT.

LIKE I DON'T NEED A OMNIBUS REPORT AND I DON'T NEED A COMP.

OF EVERYTHING THAT IS RACIST ON OUR BOOKS, IF WE FIND SOMETHING, BRING IT HERE, LET'S TALK ABOUT IT, LET'S STRIKE IT.

IF WE WANT TO BUILD TRUST WITH OUR COMMUNITY, LET'S SHOW THAT WE ARE ACTUALLY MOVING ON THESE THINGS QUICKLY, AS QUICKLY AS THEY COME UP VS. A YEAR FROM NOW.

AND THE REPARATIONS PIECE ON HERE, THE LAST TIME THAT WE SAW THE REPARATIONS TASK FORCE BEFORE THIS BOARD WAS A YEAR AGO.

AND WE ISSUED A RFP THAT WE DID NOT GET A RESPONSE TO.

I DID NOT KNOW THAT WE DID NOT GET A RESPONSE.

I DON'T KNOW WHAT THE NEXT STEPS WERE.

I WOULD'VE ASKED WHAT ARE THE NEXT STEPS, WHAT CAN WE DO?

ARE THERE ACADEMIC INSTITUTIONS THAT WE CAN REACH OUT TO, WHATEVER, LIKE I WOULD'VE PUT SOME PRESSURE PROBABLY AND I DON'T KNOW IF THERE ARE NEXT STEPS THAT CAN BE HAD, BUT I WOULD HAVE PUSHED FOR NEXT STEPS, BUT I DID NOT GIVE IT A CHANCE BECAUSE I KNEW THIS WAS HERE.

I DID NOT KNOW THIS IS WHERE WE WERE.

YES.

I WANT TO MOVE QUICKER AND I WANT TO HAVE MORE IMPACT THAN WE ARE HAVING AND I'M FRUSTRATED BY THAT.

>>MANAGER JACKSON: IS THERE ANYTHING IN PARTICULAR THAT YOU ARE LOOKING FOR TRUSTEE WESLEY?

>>TRUSTEE WESLEY: WHAT I WOULD LIKE TO SEE IS THAT WHENEVER WE ENGAGE SOMEONE AROUND THIS TOPIC IS THAT WE DON'T HAVE TO WAIT UNTIL THE END OF THE ENGAGEMENT BEFORE WE UNDERSTAND LIKE WHAT THE ACTION ITEMS MIGHT BE.

AGAIN, THE POLICY ON IT.

THIS IS GOING TO TAKE SIX MONTHS, I DON'T WANT TO WAIT SIX MONTHS FOR THAT. WE SHOULD NOT HAVE TO.

IF WE FIND SOMETHING, WE SHOULD DO IT.

WE ALSO HAVE TALENTED PEOPLE HERE.

LIKE BEFORE WE EVEN GET THE CONSULTANTS AND, IF WE ARE PEOPLE THAT HAVE ALREADY IDENTIFIED THINGS THAT NEED TO GO, JUST HAVE THEM BRING IT HERE.

DOCTOR I AM SORRY, WHAT - DOCTOR YANG-CLAYTON, SHE MENTIONED YOUR EXPERIENCE AT LONG BEACH QUITE EXTENSIVELY, WE ALREADY KNOW THAT, WE HIRED YOU FOR IT.

>>MANAGER JACKSON: THAT IS WHY YOU HAVE EQUITY IN FORESTRY.

>>TRUSTEE WESLEY: I KNOW, EXACTLY.

>>MANAGER JACKSON: AND IN THIS COUNTRY, YOU DON'T SEE A LOT OF THAT.

>>TRUSTEE WESLEY: THAT IS MY POINT.

WE ARE ALREADY DOING STUFF.

LET'S MOVE ON WITH THE REST OF THE STUFF QUICKER VS.

STUDY AFTER STUDY AFTER STUDY.

LIKE YOU HAVE THIS EXPERIENCE, YOU HAVE IT, I HAVE A, WE HAVE LIVED THIS STUFF.

IF WE SEE IT, BRING IT HERE.

>>PRESIDENT SCAMAN: GO AHEAD, PLEASE.

>>MANAGER JACKSON: ABSOLUTELY.

I LIKE TO THINK THAT WE HAVE BEEN DOING THAT AND I WANT TO ACKNOWLEDGE AND CONTINUED TO ACKNOWLEDGE ALL THE GOOD WORK.

>>TRUSTEE WESLEY: I WANT TO VALIDATE THAT, AS WELL.

I DO APPRECIATE THAT.

>>MANAGER JACKSON: AND IN RECOGNITION OF THE RACIAL EQUITY STRATEGIC ACTION PLAN, I THINK IT IS IMPORTANT FOR US TO STILL HAVE FIDELITY TO THAT DESPITE THE FACT THAT WE HAVE BEEN MOVING ON EQUITY SINCE 2022 AND ALL OF THAT INSTITUTIONAL ASSESSMENT HAPPENED WHEN I HIT THE GROUND HERE AND THAT IS WHY WE DID THE RESTRUCTURING THAT WE DID IN ORDER TO PUT US IN A POSITION TO ACTUALLY ADVANCE EQUITY.

AND HERE WE ARE AND WE HAVE BEEN DOING AND DOING AND DOING IN VARIOUS ASPECTS OF POLICY IN ORDER TO APPROVE THE RACIAL EQUITY ACTION PLAN AND THIS ASSESSMENT WAS DISRUPTED IN 23.

IT WAS.

>>TRUSTEE WESLEY: ABSOLUTELY.

>>MANAGER JACKSON: AND IT IS A FACT AND CONCURRENT IDEALLY FROM MY POINT OF VIEW WHAT WE WOULD HAVE IS A POLICY AUDIT THAT HAPPENED CONCURRENTLY WITH THE ASSESSMENT AND PROBABLY FOR A LACK OF CAPACITY - AND I WANT TO BE ACCOUNTABLE AND TRANSPARENT AND SINCE WE ARE HAVING THIS CONVERSATION IT IS IMPORTANT TO BE TRANSPARENT ABOUT WHAT ACTUALLY HAPPENED.

>>TRUSTEE WESLEY: ABSOLUTELY.

>>MANAGER JACKSON: AND ON THE OTHER POINT I GET IT LIKE I GET YOUR IMPLEMENTATION AND IT IS IMPORTANT TO FOCUS ON THAT, RIGHT? AND ADVANCE AND ACCELERATE THE WORK AS FAST AS WE CAN.

I DO THINK THERE WAS SOMETHING SAID TONIGHT THAT IS IMPORTANT FOR US TO CONTINUE TO PAY ATTENTION TO WHICH IS THAT HAVING A PLAN THAT LOOKS OUT AND A VISION THAT CORRESPONDS WITH THE IDEA THAT ALL OF THE WORK NO MATTER HOW FAST WE DO IT, THERE WILL STILL BE WORK TO BE DONE AFTER WE ARE DONE.

AND SO IT IS IMPORTANT AND I DO UNDERSTAND THE POINT ABOUT - YES, I UNDERSTAND THAT.

LET'S GET TO IT, BUT THERE IS SOMETHING TO BE SAID ABOUT HAVING THE VISION AND IN DELIVERING ON THAT STEWARDSHIP THAT LEADS US INTO THE FUTURE AND WE DO IT NOW AND WE ALSO MAKE SURE THAT THERE IS A PLAN THAT GUIDES THIS WORK INTO THE FUTURE WHEN IT IS ALL SAID AND DONE AND SO MOVING FORWARD WITH THE STRATEGIC PLAN I THINK IT WILL BE HELPFUL AND YOU ARE RIGHT, WE

ARE GOING TO BE IN THAT PLACE WHERE IT IS LIKE OKAY, WE HAVE A STRATEGIC ACTION PLAN THAT REFLECTS WHAT IS CURRENTLY LEFT TO DO.

>>TRUSTEE WESLEY: EXACTLY, EXACTLY, RIGHT?

AND TO YOUR POINT IT IS LIKE THERE IS ALWAYS GOING TO BE WORK LEFT AND I WOULD LIKE THERE TO BE LESS WORK LEFT WHEN I LEAVE THIS BOARD.

AND RIGHT NOW, I FEEL LIKE WE HAVE MADE SOME STRIDES AND I THINK THERE ARE ISSUES THAT IF I LEFT THE BOARD TOMORROW I WOULD FEEL UNFULFILLED THAT WE HAVE NOT TACKLED.

AND TO YOUR POINT ABOUT THE STRATEGIC ACTION PLAN, YES, LET'S DEFINITELY DO THAT AND LET'S DO CONCURRENTLY AND SO WHEN WE ARE TALKING ABOUT THE STRATEGIC ACTION PLAN WE CAN SAY WELL, WE NOTICED THAT WE HAD XYZ PROBLEMS, BUT WE ALREADY TOOK CARE OF THOSE AT PREVIOUS BOARD ACTION. AND SO THIS IS THE LEVEL THAT I'M LOOKING FOR IN THE COURSE THAT I'M LOOKING FOR.

AND THAT IS RELIGIOUS WHERE IT IS.

>>PRESIDENT SCAMAN: OKAY, REALLY BRIEFLY, BRIAN AND THEN TURNING IT OVER TO YOU, I JUST WANT TO AGREE AND I AM LISTENING TO WHAT CORY IS SAYING FROM WHAT WE REALLY NEED TO LEARN FROM AND I JUST AND ALSO USE IT AS AN EXAMPLE.

THE NEED TO DO, RIGHT?

I'M STILL GOING TO SAY THAT I AGREE WITH THE REPORT AND I AM GOING TO DISAGREE ON THAT I DO THINK THAT WE HAVE HAD - I DO THINK THAT WE HAVE HAD BOARDS THAT HAVE SELF-DESTRUCTED BECAUSE THEY WANTED TO ARGUE WHAT SYSTEMS OF OPPRESSION MEANT AND THEY WANTED TO SAY THAT OAK PARK HAS DONE ENOUGH AND I AS A WHITE PERSON IN THE VILLAGE OF OAK PARK HERE ALL THE TIME, HAVEN'T WE DONE ENOUGH?

AND I DO THINK THAT WE ACTUALLY NEED TO REMIND OURSELVES THAT WE STILL HAVE PROBLEMS AND I DO THINK THAT THIS WORK IS GOING TO SET US UP FOR A MORE SUSTAINABLE, SUCCESSFUL REVIEW OF ZONING AND HOUSING AND ALL OF THOSE OTHER THINGS.

AND TO JUST GO TO THAT WORK WHICH WE STILL NEED TO DO FASTER AND WITHOUT THIS STEP AND THIS CAPACITY BUILDING INTERNALLY, I FEAR THAT WE WOULD NOT GET THE SAME AND PRODUCT OF REALLY TRULY INTENTIONALLY WITH THE GOALS THAT WE HAVE DEFINED AND PURPOSE FOR OUR CHANGES.

THIS AND THE OTHER THING THAT I WANT TO SAY IS THAT WHAT I HEAR AND YOU ARE REALLY GOOD AT TALKING TO PEOPLE IN THE COMMUNITY FROM ALL DIFFERENT WALKS OF LIFE IS THAT I HEAR, OUR WHITE WAYS WHICH ARE SLOWER OF DOING THINGS IS FRUSTRATING WHEN I WORK WITH LACK COMMUNITIES, TOO. OUR SPECIAL EVENTS, YOU KNOW?

YOU GET SOME BLACK ORGANIZERS AND THEY WILL MAKE SOMETHING HAPPEN IN THREE WEEKS AND I NEED THREE MONTHS AND IT IS BECAUSE MY WHITE SYSTEMS AND MY WHITE WAY OF DOING THINGS IS REQUIRING ME TO WANT THAT LEVEL OF INFRASTRUCTURE.

AND IF WE ARE GOING TO BE MORE INCLUSIVE, WE NEED TO BE MORE COMFORTABLE WITH CHANGING OUR WAYS.

AND BEING AND MOVING THINGS AS WE SEE THEM RECOGNIZING THAT THE LONGER WE WAIT THEY HAVE THE POTENTIAL TO DO HARM.

I GET IT AND I'M HEARING BOTH.

>>TRUSTEE WESLEY: I JUST THINK IT IS URGENCY AND IMPACT AND WHITE PEOPLE ARE NOT IMPACTED BY RACISM AND SO THERE IS NO URGENCY.

>>PRESIDENT SCAMAN: AND BLACK PEOPLE - SORRY, I SHOULD NOT BE TALKING OVER YOU - (CHUCKLE).

>>TRUSTEE WESLEY: I GET IT -

>>PRESIDENT SCAMAN: YOU ARE FRUSTRATED WITH US.

>>TRUSTEE WESLEY: IT IS ABSOLUTELY THE SYSTEM.

BUT, WE SEE THE SYSTEM AND WE ARE THE SYSTEM, THAT IS WHERE I GET FRUSTRATED.

WE ARE THE SYSTEM.

>>PRESIDENT SCAMAN: BUT, WE HAVE TO COMPROMISE.

>>TRUSTEE WESLEY: WE DON'T HAVE TO COMPROMISE BECAUSE WE ARE THE SYSTEM, WITH A COMPROMISE AMONGST US, BUT NOT THE SYSTEM BECAUSE WE ARE THE SYSTEM, WE CAN RE-CREATE IT IF WE DESIRE TO.

ALL WE HAVE TO DO IS AGREE, THE FOUR OF US ON WHAT WE NEED TO DO NEXT AND HOW QUICKLY WE WANT TO DO IT AND WHY WE WANT TO DO IT.

AND FOR ME IT IS LIKE I AM NOT WEDDED TO THE SYSTEM.

THIS SYSTEM HAS DONE NOTHING FOR ME AND SO WE SHOULD TEAR IT UP AND WE SHOULD FIND THE THINGS THAT ARE BROKEN AND FIX IT SO EVERYBODY CAN BENEFIT THE SAME WAY BECAUSE IT IS THE URGENCY AND IMPACT.

LIKE IF MORE PEOPLE WERE IMPACTED BY THE SYSTEM IN A WAY THAT BLACK FOLKS HERE WERE IMPACTED, THERE WOULD BE A LOT MORE URGENCY TO FIX IT AND WE KNOW THAT BECAUSE THERE ARE OTHER SYSTEMS FEAR THE IMPACT WHITE PEOPLE THAT GET FIXED A LOT QUICKER.

>>PRESIDENT SCAMAN: ABSOLUTELY TRUE.

>>MANAGER JACKSON: I WANT TO ECHO -

>>TRUSTEE STRAW: I WANT TO ECHO A LITTLE BIT OF WHAT TRUSTEE WESLEY SAID.

EXCLUSIVELY ON THE ZONING ISSUE BECAUSE THAT I THINK IS AN EXAMPLE OF WHERE WE GOT A REPORT WAS IT TWO YEARS AGO NOW?

AND IN THAT DISCUSSION OF THE HOUSING STUDY THERE WAS A CLEAR

CONSENSUS OF THE BOARD AROUND LIKE ELIMINATING THE ZONING THAT WE ARE ON BOARD WITH AND IT FEELS LIKE PROGRESS TOWARDS THAT GOAL IS VERY SLOW AND SO IT IS A PART OF THIS SYSTEMS LEVEL ISSUE WHERE SOMETIMES WE ARE SO FOCUSED ON THE PERFECT REPLACEMENT FOR THE BROKEN SYSTEM THAT WE DO NOT MOVE QUICKLY TO ELIMINATE THE BROKEN SYSTEM INSTEAD OF LOOKING AT OKAY, LET'S ELIMINATE THIS AND PUT SOMETHING THAT IS GOOD IN ITS PLACE AND THEN WE CAN FOCUS ON ITERATING AND MAKING IT BETTER AND IN COREY'S WORLD

I THINK THAT IS CALLED MOVE FAST AND BREAK THINGS WHICH IS NOT ALWAYS SOMETHING THAT WE LIKE AS A METHODOLOGY IN PUBLIC POLICY.

BUT, THE ISSUE IS THAT WE ALREADY HAVE SOMETHING BROKEN AND BREAKING THAT IS NOT GOING TO CAUSE MORE HARM THAN THE ALREADY BROKEN EXCLUSIONARY ZONING POLICY THAT EXISTS.

AND I USE THAT AS AN EXAMPLE, BUT WE SEE IT THROUGHOUT YOU KNOW THROUGHOUT THE DECADE I HAVE LIVED HERE IN OAK PARK WHERE WE GET STUDIES AND IT WILL TAKE YEARS TO GO FROM A STUDY TO IMPLEMENTATION AND SO I GUESS I WANT TO JUST ECHO THAT FRUSTRATION AND I KNOW WE HAVE DONE A LOT OF GOOD WORK.

WE HAVE MADE A LOT OF PROGRESS ON A LOT OF THINGS AND I AM NOT DIMINISHING THAT, BUT I ALSO - IT IS SOMETHING THAT WE FEEL SITTING HERE AT THE BOARD TABLE AND WE HEAR FROM CONSTITUENTS WHERE IT IS LIKE WE HAVE BEEN TALKING ABOUT THIS ISSUE AND ADDRESSING THIS ISSUE FOR YEARS, WHY HAVEN'T WE DONE IT?

AND SO I WANT TO ECHO THAT AND I HAVE ONE OTHER -

>>MANAGER JACKSON: I WANT A POINT OF CLARIFICATION, THE FUNDING FOR THE MISSING MIDDLE ZONING ANALYSIS WAS ADOPTED IN THE FY 25 BUDGET AND SO IT WAS NOT TWO YEARS AGO.

>>TRUSTEE STRAW: I WAS REFERRING TO THE HOUSING STUDY WHERE WE HAD A DISCUSSION THAT WAS PRESENTED IN 2023 I BELIEVE.

>>MANAGER JACKSON: NO, THE SPRING OF 24.

AND LAST FALL WE HAD A CONVERSATION ABOUT POTENTIAL HOUSING OPTIONS THAT REQUIRED FUNDING AND WE DID NOT REALLY GET ANY SPECIFIC DIRECTION IT FELT LIKE WE PROBABLY NEED TO IN SOME TIME HELPING THE BOARD UNDERSTAND THE IMPLICATIONS AROUND SOME OF THOSE POLICY CONSIDERATIONS WITH AFFORDABLE HOUSING AND RACIAL INTEGRATED HOUSING AND WE ARE COMING BACK WITH THAT.

>>TRUSTEE STRAW: AND TO BE CLEAR, I HAVE NO ISSUE WITH DOING FURTHER STUDY ON ADDITIONAL FUNDING OPTIONS, I THINK MY POINT ENTER CORY 'S POINT, THERE IS CLEAR BOARD CONSENSUS AROUND THE ELIMINATION OF EXCLUSIONARY SINGLE-FAMILY HOUSING ZONING AND WE CAN ADVANCE ON THAT WITHOUT WAITING ON OTHER THINGS, BUT WE ARE GETTING A LITTLE FAR AFIELD AND I WANTED TO JUST HIGHLIGHT AND SUPPORT THE FEELING THAT LIKE SOMETIMES WE COME BACK TO THE SAME TOPIC A LOT OF TIMES AND I WOULD LIKE TO BE ABLE TO PASS SOMETHING AND COME BACK AND THEN WE PASSED SOMETHING FURTHER ON TOP WHICH I BELIEVE IS THE APPROACH WE TOOK TODAY ON SOME OF THE ISSUES IMPACTING THE TRANS AND GENDER QUEER COMMUNITY WHERE WE ARE STAYING THAT WE ARE GOING TO DO SOMETHING GOOD AND WE HAVE SOMETHING GOOD AND THAT DOES NOT PREVENT US FROM DOING SOMETHING BETTER AND SO I AM HAPPY TO OCCASIONALLY TAKE A PIECEMEAL APPROACH, DO THE SOMETHING GOOD WE KNOW WE CAN DO RIGHT NOW AND KEEP WORKING ON THE SOMETHING BETTER AND IT FEELS LIKE SOMETIMES AT OAK PARK WE ARE VERY FOCUSED ON

GETTING TO THE SOMETHING PERFECT AND THAT TAKES A LONG TIME WHEN WE COULD DO GOOD NOW AND GET A BETTER OR PERFECTION FIVE YEARS, 10 YEARS. AND SO THAT IS ALL I WANT TO SAY ON THAT AND THE OTHER THING I WANT TO CIRCLE BACK TO IS THERE WAS ONE REALLY INTERESTING PIECE IN THE GCI REPORT REGARDING A SENSE OF BELONGING IN OAK PARK AND THAT BEING ONE OF THE LONG-TERM GOALS OF ALL OF THIS WORK IS ALL OF THIS, ALL OF THIS POLICY AND ALL OF THIS WORK ON RACIAL EQUITY IS ABOUT CREATING A COMMUNITY WHERE PEOPLE OF ALL BACKGROUNDS FEEL THAT THEY ARE A PART OF THE COMMUNITY AND THAT THEY BELONG IN THIS COMMUNITY.

AND I THOUGHT THE DATA WAS REALLY STRIKING REGARDING UNIT GRANTED THIS IS DATA THAT IS A COUPLE YEARS OLD, BUT THAT WHITE PEOPLE FEEL THAT THEY VERY CLEARLY BELONG IN THIS COMMUNITY AND THAT SENSE OF BELONGING IS NOT AS STRONG IN THE BLACK OR MULTIRACIAL GROUP OR IN THE HISPANIC AND LATIN GROUP AND SO ALL OF THIS WORK THAT WE AS A VILLAGE ARE LOOKING AT ADOPTING AS WE ARE THINKING ABOUT HOW TO CREATE SORT OF A DASHBOARD AND A MEASUREMENT OF WHAT OUR PROGRESS IS LIKE THIS ACTUALLY SEEMS LIKE - THIS SEEMS LIKE A MEASURE THAT WE CAN ACTUALLY CONSIDER MONITORING OVER TIME TO SEE HOW ARE WE ADVANCING AND HOW ARE THESE POLICIES ADVANCING US ON CREATING A SENSE OF BELONGING IN OUR COMMUNITY? HOW ARE WE ACTUALLY IMPACTING PEOPLE'S LIVES TO DEMONSTRATE THAT THEY ARE A PART OF THIS COMMUNITY AND WELCOMED IN THIS COMMUNITY? I DON'T KNOW WHAT THAT SURVEY DESIGN WOULD LOOK LIKE, BUT IT IS SOMETHING INTERESTING THAT WE SHOULD CONSIDER, ESPECIALLY AS WE JUST WERE TALKING ABOUT HOW WE CAN ANALYZE THE DEMOGRAPHICS OF OAK PARK IN A MORE GRANULAR WAY A COUPLE WEEKS AGO AS WE ARE DOING THAT AND GETTING DATA ON SENSE OF BELONGING AND IT SEEMS LIKE IT MIGHT ACTUALLY BE A USEFUL MEANINGFUL DATA FOR US.

>>SPEAKER: (AWAY FROM MIC).

>>TRUSTEE WESLEY: THE SENSE OF BELONGING IS ONE OF THE QUESTIONS ON THE BIENNIAL OR TRIENNIAL SURVEY THAT WE DID I FORGET IF IT IS EVERY TWO OR THREE YEARS, IT IS ONE OF THE QUESTIONS AND SO WE DO HAVE BASELINE DATA GOING BACK SEVERAL YEARS WHERE WE CAN TRACE THAT. I THINK THE LAST TIME WE DID IT WAS 23.

SO, IT WOULD BE INTERESTING TO COMPARE THAT AND I DID COMPARE THAT BEFORE THE MEETING AND THE LAST - I DON'T KNOW THE DEMOGRAPHIC BREAKDOWN, BUT OVERALL IT WAS 72% OF THE FOLKS SURVEYED FELT LIKE THEY BELONGED IN OAK PARK, BUT I DON'T REMEMBER THE DEMOGRAPHIC DOWN.

>>TRUSTEE LEVING-JACOBSEN: I HAVE A RELATED QUESTION. I HAVE BEEN STARING AT THIS PAGE 19 CHART FOR A LOT OF THE DAY AND I HAVE SHOWED IT TO PEOPLE, LOOK AT THIS CHART, IT IS STRIKING. THE GREENLINE GOES THROUGH THE ROOF CLEARLY. AND I'M CURIOUS IF TALKING ABOUT THE CHALLENGES OF ENGAGEMENT, IS THERE A WAY TO RESPOND TO RESPONDENTS AND ASK FOLLOW-UP QUESTIONS SO WHEN SOMEONE WHO IS BLACK OR MULTIRACIAL, IDENTIFYING ASIAN, AND THEY SAY NOT

AT ALL, I DO NOT FIND ANY SENSE OF BELONGING IN OAK PARK, IS THERE A MECHANISM TO REACH OUT TO THAT PERSON?

LIKE THIS IS SOMEBODY WHO TOOK THE TIME TO FILL OUT A SURVEY AND LET US KNOW, NO, I DO NOT FEEL A SENSE OF BELONGING IN OAK PARK.

IS THERE A MECHANISM FOR FOLLOW-UP?

>>KIRA TCHANG: I DON'T KNOW IF DOCTOR YANG-CLAYTON IS STILL ON -

>>KATHLEEN YANG-CLAYTON: I AM.

>>KIRA TCHANG: THERE SHE IS.

THIS WAS A STUDY CONDUCTED BY GREAT CITIES INST. AND I DON'T KNOW IF THERE WAS FOLLOW-UP FROM THE EXTERNAL TEAM FOR THAT, BUT I THINK THAT IS A GOOD QUESTION AND AS WE USE THE ENGAGE OAK PARK TOOL AND AS WE USE OTHER METHODS FOR SOLICITING FEEDBACK AND HAVING THOSE KEY INDICATORS FOR LIKE THIS REQUIRES FURTHER CONVERSATIONS, HOW DO WE FOLLOW-UP? THAT IS A GOOD POINT TO RAISE.

AND DOCTOR YANG-CLAYTON, I DON'T KNOW IF THERE IS ANY ADDITIONAL INSIGHTS FROM THE STUDY, ITSELF.

>>KATHLEEN YANG-CLAYTON: I AM PROBABLY ONE OF THE ONLY PEOPLE IN THE WORLD WHO HAVE ACTUALLY BEEN VERY RIVETED BY THIS CONVERSATION AND SO THANK YOU.

WHAT I WOULD SAY IS AGAIN, IT IS THE SCOPE OF WORK AND I COMPLETELY GET WHAT TRUSTEE CORY - I AM SUPER VIBING WITH YOU AND SO I FEEL YOU.

THIS IS WHERE PROCESS CHANGE AND INSTITUTIONALIZING THAT FOLLOW-UP IN THE FEEDBACK LOOP BACK INTEGRATED INTO THE EVERYDAY PRACTICES OF OUR LOCAL GOVERNMENT, NOT JUST LOCAL, BUT STAY AND HOPEFULLY ONE DAY FEDERAL AND I'M JUST FOCUSED ON LOCAL.

AND HOW THEY BECOME SO CRITICAL, BUT IT WAS BEYOND THE SCOPE OF THIS PROJECT.

BUT, I THINK THE INTENTION WAS TO SAY THAT THIS SHOULD NOT BE SOMETHING THAT IS LIKE ARE WE FOLLOWING UP?

LIKE IS THERE A DASHBOARD?

AND YOU KNOW ONE DAY MY NORTHSTAR IS THAT THE STUFF IS JUST BAKED INTO THE CAKE AND IT IS NOT LIKE SHOULD WE DO THIS, SHOULD WE NOT DO THIS?

IT IS LIKE NO, THIS IS WHAT OUR KEY PERFORMANCE INDICATORS OR PERFORMANCE METRICS, THIS IS WHAT EVERYTHING IS BASED ON.

WE -- DID WE FOLLOW THROUGH?

BUT, THAT IS BEYOND THE SCOPE OF WHAT WE RESPONDED TO IN THE RFP AND TRUST ME I HAVE THIS DOCTORS SCOPE IS MY NICKNAME.

AND SOMETIMES YOU JUST HAVE TO FOCUS IN ON WHAT IS BEING ASKED FOR AND THAT IS NOT BAD, THAT IS NOT A BAD THING BECAUSE YOU DON'T TO FIREHOSE A WHOLE BUNCH OF STUFF, BUT I THINK THAT IS A GREAT POINT AND IT DOES TAKE TIME AND I KNOW THE URGENCY OF NOW IS REAL.

BUT, IN ORDER TO MAKE SURE THAT THESE THINGS ACTUALLY GET INTEGRATED, YOU HAVE TO RESPECT THE INTERNAL PROCESS THAT ALSO MAKES THINGS FAIR AND TRANSPARENT LIKE I KNOW YOU WANT TO BURN DOWN ALL OF THAT STUFF

AND PART OF ME AGREES WITH YOU, BUT THE OTHER PART IS WHEN YOU BURN SOMETHING DOWN, YOU STILL WANT TO BUILD SOMETHING INCLUSIVE IN ITS PLACE. IF YOU LEAVE A VACUUM, YOU KNOW WHAT IS GOING TO FILL IT. AND THAT IS WHY WE ARE BEING CAREFUL.

BUT, I AGREE.

IT WAS BEYOND THE SCOPE AND YES, THERE SHOULD ABSOLUTELY BE A MECHANISM FOR REPORTING OUT AND FOLLOWING THROUGH AND JUST MAKING SURE THAT PEOPLE UNDERSTAND THAT THEIR VOICES WERE HEARD. YES.

>>TRUSTEE LEVING-JACOBSEN: MY QUESTION IS THERE STILL A MECHANISM? YOU HAVE THE RAW DATA, I AM ASSUMING THEY WERE ANONYMOUS, BUT IS THERE A MECHANISM, THIS IS REALLY USEFUL INFORMATION AND THERE WAS OVER 530 RESPONDENTS.

IS THERE A WAY FOR US TO USE THE DATA THAT WAS COLLECTED FOR THE NEXT ITERATION OF THIS WORK TWO I KNOW IT IS BEYOND YOUR SCOPE, BUT CAN WE -

>>KATHLEEN YANG-CLAYTON: YES.

I WILL ASK TWO QUESTIONS - MISSING DATA, I REMEMBER YOU ASKED ABOUT THAT. AND I WILL ASK, I'M PRETTY SURE THEY ANONYMIZED, IS THAT THE WORD? FOR SECURITY AND REPORTING, BUT I WILL ASK THAT QUESTION.

>>TRUSTEE LEVING-JACOBSEN: THANK YOU SO MUCH.

>>PRESIDENT SCAMAN: ANY FURTHER COMMENTS?

OKAY, WELL, THANK YOU.

THIS IS REALLY GREAT CONVERSATION.

I HATE TO DO THE MAKE IT LAST ANY LONGER, EVEN THOUGH IT HAS BEEN VALUABLE - VERY VALUABLE.

BUT, IN MY POSITION, I FEEL THE FOLKS THAT ARE OUT THERE TRYING TO PROTECT THE STATUS QUO.

AND THE BOARD MAY HAVE BEEN READY TO MAKE SOME ACTION IN 2023, BUT EACH ELECTION THERE ARE FOLKS LOOKING TO SLOW THAT DOWN.

AND SO WE HAVE GOT A FANTASTIC BOARD THAT WILL MOVE AND WE NEED TO MOVE FASTER AND WE ARE POSITIONED NOW TO HIT THE GROUND RUNNING ON A NUMBER OF THINGS AND YES THE EXAMPLE OF YOU KNOW MOVING ON AND RESPONDING TO PEOPLE WHO ARE FEELING PARTICULARLY VULNERABLE WITH THE FEDERAL GOVERNMENT AND TAKING THE STANCE TO TRANSGENDER AND ESPECIALLY WHEN THEY ARE ALSO A PERSON OF COLOR AND TRANSGENDER WHICH IS MORE DANGEROUS THAT IS RIGHT NOW AND WE ARE MOVING AND LOOKING FOR PERFECT AND THAT FEEDS RIGHT INTO CORY'S RESPONSE THAT BUT, WHEN WHITE PEOPLE ARE AFFECTED, WE MOVED.

SO, WE DO HAVE TO QUESTION OURSELVES AND WE DO HAVE TO YOU KNOW TAKE ADVANTAGE OF THIS MOMENT THAT WE HAVE GOT.

AND I DO AGAIN STILL FEEL LIKE WE CAN DO BOTH AND.

BECAUSE, I WANT THE WORK THAT WE DO TO BE SUSTAINABLE AND I WANTED TO OUTLIVE ME AND I DON'T WANT SOMEBODY TO COME IN FOUR YEARS AND GO TO

REPLACE SOME OF THE FOLKS SITTING AT THIS BOARD TABLE JUST SO THEY CAN REVERSE IT.

AND THAT IS STILL OUT THERE.

OKAY.

CALL TO BOARD AND CLERK.

CINDY, ANYTHING?

>>SPEAKER: CLERK WATERS WANTED TO REMIND THE COMMUNITY OF THE BLACK MATERNAL EVENT, JULY 23, DETAILS WILL BE FORTHCOMING.

>>PRESIDENT SCAMAN: THANK YOU, I APPRECIATE IT.

>>TRUSTEE ENYIA: I JUST WANT TO SAY THANK YOU TO ALL OF THE DIFFERENT GROUPS THAT WE HAD COME IN FOR OFFICER VERGE AND WANT TO SAY THANK YOU FOR YOUR SERVICE AND MAKE SURE THAT WE YOU KNOW CONTINUE TO WORK ON THE ORDINANCE AND WHAT IS BEING DRAFTED UP AND MAKING SURE OLD MARK IS A SANCTUARY FOR EVERYONE AND JUST IN GENERAL BEING ABLE TO SEE THAT THIS IS NOT SOMETHING WHERE WE ARE ACTUALLY ALL GOING TO BE LEVEL SET WITH AN UNDERSTANDING THAT WE WANT TO PUSH FORWARD WITH THIS RACIAL EQUITY ASSESSMENT AND TALKING TRULY ABOUT WHAT EQUITY MEANS AND ALSO FEELING THE SAME FRUSTRATION THAT CORY HAS FELT AND I CAME IN FOUR YEARS AGO FEELING LIKE THIS WAS SOMETHING WE COULD DO RIGHT OFF THE BAT AND IT IS JUST YOU KNOW JUST BECAUSE IT IS RIGHT DOES NOT MEAN THAT IT IS ALWAYS GOING TO HAPPEN AT THE SPEED THAT IT DESERVES TO HAPPEN IN AND SO HOPEFULLY THIS CONVERSATION LEADS US TO A QUICKER PROCESS AND WAYS TO REALLY BRING ABOUT EQUITY IN OAK PARK, BUT I AM THANKFUL FOR BOARDS WILLING TO HAVE THOSE CONVERSATIONS AND A STAFF THAT CAN GET US THERE. SO, I APPRECIATE ALL OF THE HELP.

>>TRUSTEE WESLEY: PASS.

>>TRUSTEE STRAW: GIVEN THE HOUR I'M GOING TO PASS.

>>TRUSTEE LEVING-JACOBSEN: PASS.

>>TRUSTEE TAGLIA: HAPPY INDEPENDENCE DAY.

>>PRESIDENT SCAMAN: OKAY.

WE DID LOSE A TRUSTEE THAT PASSED AWAY - COMMUNITY RELATIONS COMMISSION - I'M NOT FINDING HIS NAME, I WILL SHARE THAT AND OUR CONDOLENCES TO THE FAMILY.

WITH EVERYBODY AND THE BOARD AND STAFF.

AND FROM 1977 - 81 AND I'M SURE THERE IS MORE, BUT WITH THE GIVEN HOUR, THANK YOU ALL AND HAVE A WONDERFUL WEEKEND.

THERE IS A FOURTH OF JULY PARADE THIS SATURDAY.

I WILL MISS FOR THE FIRST TIME SINCE I HAVE BEEN IN ELECTED OFFICE AND SO I HOPE YOU ALL WILL KEEP IT YOU KNOW - KEEP THE MOMENTUM GOING.

I SAW IN THE LINEUP THAT THE CHAOTIC DRUM LINE WILL BE BACK WITH YOU AND SO FANTASTIC.

I APPRECIATE THAT.

YES.

THEY WERE GREAT.

I HOPE WE ARE PAYING THEM MORE.

(CHUCKLE) I WILL JUST SAY, IT WAS PRETTY DAMN HOT OUT AND FOR THE 45 MINUTES STRAIGHT - OKAY.

HAVE A GOOD I EVERYBODY.

I ENTERTAIN A MOTION TO ADJOURN.

>>SPEAKER: MOTION.

>>SPEAKER: SECOND PAIR.

>>PRESIDENT SCAMAN: ALL IN FAVOR?

(MULTIPLE SPEAKERS)

AYE.